

Back Country Horsemen of Missouri
Twenty First Annual Membership Meeting
North Fork River Ranch
West Plains, Missouri
Minutes of November 5, 2022
Final Approved at 9/30/23 Annual

CALL TO ORDER: Annual Membership Meeting was called to order at 8:02 a.m. by President Tim Anderson on November 5, 2022. The meeting was held at North Fork River Ranch Horse camp, West Plains, Missouri

INTRODUCTIONS: Board members, Officers, and Committee chairs introduced themselves. Board present: Becki Krueger, Board Chairman; Paula Hull, Mary Lamar, Ray Maynard, Maury Mertz, Lynette Miller, Pat Reinebach. Officers: Martha Yates, Vice President, Kathy Jaeger, Secretary, Jane Doskal, Treasurer. Committees: Paula Hull, Publications Committee, Sue Maynard Membership Coordinator and Ray Maynard Service/VHR & Web Administration.

Chapter Leaders present: Martha Yates, Cuivre River; Tim Anderson & Mary Lamar, Heartland; Becki Krueger, NEMO; Cherie Eppler, Ridge Runner; Candace Hale & Ray Maynard, River Springs; Maury Mertz, South Central; Jennifer Wolf, Mountain Riders, Charles Prilwetz, Indian Trails and Lynette Miller At Large. A group picture was taken with Chapter Leaders or representative and the tri-fold posters presented to the group

CHAPTER REPORTS: Tim Anderson, President explained use of consent agenda in order to provide more time for reflection and recognition by the chapter members. Tim began with a story about a horse endurance ride without the distance being communicated. Tim then explained that the 2022 meeting format was different so that the board would have input from members to develop a BCHMO strategic plan with goals, objectives, and actions that align with the ideas and desires of the members. Tim noted that he wants the meeting to feel different (new start time to allow members to ride horses, 5 question chapter report format, use of consent agenda, no mention of deceased members) so that different results might be generated from the annual. Tim noted that with a member drive strategic plan and doing things differently the organization should get some new results. Tim noted that organizations do not change – people change.

Chapters present to present their 5-question report included: Brownfield, Cuivre, Heartland, Indian Trails (no written report submitted), Mountain Riders, NEMO, Ridge Runner, River Springs, South Central, Tornado Ridge and Tri-Lakes.

A) STRENGTHS

1. Some dedicated members and the rapport created with our public land manager
2. January of each year, we hold a meeting and schedule “Clip and Clean” rides for the upcoming March through November. Our members are very active in keeping the trails cleared for future rides.
3. Proven the capability to maintain the area and the forestry recognizes the hard work and asks for advice when needed along with listening to recommendations by the chapter with most being approved.
4. Pride in the condition of the area and the numerous improvements and maintenance at our Trail has resulted in more use to the area not only horseback riders, but hikers and bicyclists.

5. Our members work hard and play hard – the volunteer service work is primary to chapter activities with socializing, pot luck meals, and fun rides serving as supplementary supporting opportunities.
6. Members volunteer their time and energy to clean up the area and maintain the campground, trails, and surrounding area - includes mowing, clearing, and clipping the campground and trails, keeping the trails marked for easy of navigating, and picking up trash.
7. Our members are a diverse, inclusive, hardworking group of individuals who are first and foremost, mission focused, and contribute at all levels of support for the BCH mission.
8. Work is accomplished on foot, equipment, or on horseback.
9. Our chapter strengths are the diversity and personal accomplishments of members
10. We have a successful Youth program utilizing horses and mules to teach such things as Leave No Trace, Emergency Dismounts, First Aid for You and your Equine while on the trail, trail etiquette and ethics, and entry level packing skills.
11. The land manager knows that our chapter is the one to call if they need the manpower to get something done.
12. Our chapter strength is the members.
13. We have never refused a request for help and we are proud of the work we do.
14. New signage; new trail maps with the addition of designated trails; and being a member of the FOREST (Friends of Recreation and Environmental Stewardship since its inception).
15. The MDC knows that we are available to provide maintenance, service and advice where needed, and have been successful in accomplishing several tasks, such as working toward the eradication of wild garlic mustard in the equestrian campground and reducing multi-flora rose on the trails.
16. One major strength of our Chapter is our knowledge of the trails in these parts. No matter how bad they are and how many times we get lost, a member can always find our way back.
17. The few people that part take in the workdays, we manage to get things done.
18. The comradery of our chapter is probably our greatest strength.
19. Typically we have the highest chapter attendance at BCHMO sponsored events.
20. We have some really talented cooks, we always eat well!
21. The strength of our chapter is the personal relationships that our members have for each other. They are friends of the same mind set. We may not always make a work day, but the chapter goals are friends, fun, and food with equestrians
22. We have some very hard working members that do not run the other way when it comes to getting out on the trail to do maintenance. Looking toward the future regarding groups we can partner with, local mountain bike and riding clubs and listening to locals concerns whether they are hunters, horseback rider or alike

B) CONCERNS

1. Our biggest concern is retaining members and gaining new members..... The volunteers of the chapter are aging and in need of younger members to keep the work going.
2. Ground work is needed and most do not have the time or not able to perform clearing on foot.
3. Our main concern is to keep this chapter growing as we continue to partner with MDC on future projects.
4. Concerns for our chapter are future leadership and chapter member retention
5. Lack of interest by younger horsemen. We are rapidly aging-out, and if this trend cannot be reversed, the chapter will not be viable in the future.
6. Concerns for future of chapter include ongoing engagement of membership and incentive to participate.
7. Many are unable or not interested in learning all the computer skills that BCHMO is so dependent on.
8. Our chapter numbers are close to the minimum number required.
9. Our chapter has new co-chapter leaders with minimal experience with Back Country Horseman organization.

10. Most trail users do not want to get involved with maintenance due to lack of time or understanding the work that goes in to keeping trails and an area open for the public. Another concern is the cost to volunteer....
11. There is the misconception by individuals that taxes are paid and the forestry has funds so why volunteer, not realizing that the majority of work is accomplished by volunteers that use minimal funds from the organization and the bulk from personal funds for the cost and personal equipment to perform the work.
12. Minimal budget from BCHMO requires our chapter to apply for grants and hold fund raisers. Most members are older and retired so the pool to ask for donations is limited.
13. A downfall for raising funds was the forestry cancelled the AERC endurance ride for April this year due to the ground conditions from excessive rain.
14. There is lack of volunteers reporting work and visitors not signing into the registration box and/or not properly using the high lines.
15. Lack of communication structure from, and to, BCHMO and BCHA
16. It is getting more and more difficult to engage people in the trail work.
17. The Chapter is aging out. Some of our youngest members are in their 60's, and we are not seeing the younger generation taking an interest in our mission, or even in equine. We believe that is due to the fact that horses and mules are an expensive and time-consuming hobby. Electronics are much more interesting and does not involve a daily commitment such as needed with equine.
18. Being a STOP chapter is a concern. STOP chapter... Same Ten Old People doing all of the work. And now it's the FLOP chapter... Five Less Old People doing all of the work. We need to figure a way to get youth involved! I know this isn't a problem that is remotely a Missouri issue, it is happening in all of the states.
19. Another issue is the perception of BCHMO. I don't know how many people our officer team have talked to that will not join because we "Are not a trail riding organization". Even when it's explained to them that we do 90% of the work horseback, they think it's too much work and not enough play. BCHMO is a quiet organization, therefore we need more exposure.
20. Status of BCHMO leadership roles
21. Many members across the state do their best to promote the organization, but we need to expand our presence. How do we engage more people?
22. Our concerns and weaknesses the addition of new members and the number of workers for workdays. It seems the only time people will attend meeting is the very first one of the year.
23. Very few will show up for workdays. We cannot get much done with maybe 6 people at the most.
24. Inequality of Chapter representation
25. We would also like to see the Forest Service get more involved with our chapter. As of right now Tray Hall has no one for our area. I was lucky to get a meeting scheduled with Tray in early November to discuss some improvements we would like to make at the TH.
26. Helping to mentor chapter members and leaders at a personal level in addition to emails and other electronic communications.
27. Maybe visit chapters on work days and meetings. Show an interest with membership in addition to collecting dues.
28. Restrictive availability of large cash resource reserve

C) BCHMO SUPPORT

- 1) *Money for tools.* BCHMO provides the opportunity for chapters to apply for TMI funds without these funds the chapter would not be able to accomplish so many projects; however, tools are not allowed to be requested through TMIs. The tools in the chapter are aging and need to be replaced or parts purchased to make the tools work better. Considering most chapters have a small pool of 'workers' that use their own tools and money for volunteer work, BCHMO should allow more funds to chapters for repairs/parts for existing tools or replace tools as need

- 2) *Mentoring* BCHMO could help mentor its chapters better, especially when it comes to explaining membership and grants.
- 3) BCHMO should work to establish programs and processes to achieve effective communication
- 4) Equality in representation, and equitable funding for all Chapters.
- 5) Advocate at the table about trail preservation. Specifically E-Bikes and 4-wheelers on our trails. We have a few trails off of Glade Top Road that have been destroyed by 4-wheelers and the trails are no longer safe for horse traffic (3-foot drop-offs)
- 6) *Welcoming new ideas* I think BCHMO could do a better job of making everybody feel valued and be open to new ideas
- 7) Consistent posting of Board of Directors meeting minutes and National Directors monthly reports
- 8) Utilization of “Newsflashes” for informational topics and “Action Alerts” for actionable items
- 9) Standing Committees leadership roles satisfied by elected representatives if volunteers are not available
- 10) Organizational structure modification to establish equal Chapter representation
- 11) Implementation of budget process for equitable distribution of resource funds to Chapters
- 12) Without the TMI program so many projects would not be possible. We hope this program continues to give chapters the ability to further their partnerships with their respective land managers.
- 13) Funds for publicity. We need to get the community to understand our mission statement and what BCH stands for and what we do. They need to understand that we work with all departments of the Forest Service and others. Maybe in the end more people would be apt to join and clear the trails for accessibility for hikers, bicyclist (no e-bikes), equestrians etc....
- 14) Statewide campaign to attract youth to the organization, i.e. advertising on social media
- 15) Making it easier for your members to submit their hours, the current submission of online only is not cohesive for our non techie members not to mention many areas do not have cell coverage. We personally liked the spread sheet printed form to use on site, then just scan and send when we got home. Being a small chapter one person has had to do too many things and this new hour’s site is another job

OUTSIDE SPEAKER: Richard Jones was introduced to the group. Richard is the son of Dr. Jones, the owner of the North Fork River Ranch property. He clarified the changes in use of the ranch but advised several organized rides will be continued and larger groups of riders can still make reservations as well. They hope to continue the relationships already established with many equestrian riders.

CONSENT AGENDA: The Consent Agenda was published on the website, available in hard copy today and was explained to expedite the meeting by promoting one motion to approve items which did not need individual vote approval. The Agenda consisted of 1. Committee Reports: 2. Officer Reports, the Board of Directors Report and the individual Annual Chapter Reports including the pertinent 5 questions. A motion was made by Leslyn Randazzo to approve the Consent Agenda, a second was received from Sue McWhorter. Questions from the floor revolved around the arrival of a dollar value with regard to the Volunteer Hours. Tim and Ray both explained there is a government formula that factors to each of the different categories of volunteer time. Ray quickly figured this year’s total value being \$256,685.88 for work performed by members (last year’s value \$227,524.49). BCHMO is much appreciative of everyone’s efforts and hopes everyone will continue to turn in the hours and miles accumulated. This is our voice to the governmental agencies we work with and the BCHMO’s continued efforts for keeping trails open. Voting cast 34 approved, no opposition.

2021 ANNUAL MEMBERSHIP MINUTES: Discussion from the floor brought forth a neglected item in the events of last year. Ruth Thompson had asked why the BCHMO has a \$30k bank balance. Sherry Copeland indicated she had also asked this question and another question of who received the TMI’s. These questions were left unanswered and the secretary did not include them in the printed minutes published for this meeting. These items are hereby **corrected in the minutes and added as a correction.**

Motion to approve the minutes with the correction was made by Lynette Miller, second by Danny Gentles and passed with 34 approve and no opposition.

Questions were raised over the amount of money the BCHMO maintains in the checking account. Jane advised that prior to her becoming Treasurer the balance was in the range of \$28K at that time.

ELECTIONS & VOTING:

BCHMO DIRECTORS: Tim advised there are two board positions up for renewal or replacement at this time – Mary Lamar and Pat Reinebach. There was a call for nominations from the floor. John Stewart moved to cease nominations and approve by acclamation, Sherry Copeland second that motion and it passes with no opposition.

BCHMO OFFICERS: Tim advised there had been no interest in the President nor Vice President positions and that neither he nor Martha were interested in a second term. Question from the floor “what happens if we have no one volunteer”? Maury explained that if someone steps up later and expresses interest in the position, the Board could appoint that person to the position. Until that time, the board will run daily activities in the absence of these positions. Becki read the By Laws descriptions for both the President and Vice President duties.

Both Jane Doskal and Kathy Jaeger have indicated they both would continue in their positions as Treasurer and Secretary, perceptively for another term. Pat Reinebach moved to cease nominations and approve both Jane and Kathy to their positions by acclamation, Danny Gentles second that motion and it passes with no opposition.

Tim is still looking for anyone willing to fill the empty positions of Education Chairman and Public Lands Chairman. Becki read the duty descriptions for each of these positions from our By Laws but again no volunteers stepped forward.

ELECTION RESULTS:

President: vacant

Vice-President: vacant

Secretary: Kathy Jaeger

Treasurer: Jane Doskal

Board Member: Pat Reinebach 3 Year term

Board Member: Mary Lamar 3 Year term

MEMBERSHIP BUSINESS: TMI – Trail Maintenance Incentive program. Ray explained this was created when there wasn't money available for needed items. It was a way to partner with our Land Managers and help get needed projects done. In past years, the TMI projects would be submitted from any Chapter but only 3 projects were awarded after review and approval by the committee. This program was written with certain requirements and if the criteria was met, a Chapter could receive funds to help with the project. Changes were made by the board in 2022 allowing each Chapter (11 chapters in total) to apply for funding of a project up to \$1,000 during the year. Multiple submissions are eligible with the cap limit of \$1,000 per Chapter during the year. These each must be approved by the TMI committee then receipts must be submitted for the expenses before funds are actually paid out. General questions asked were - Jeanne Crosby can it be used for tools? Candace asked why is it not being used? Jennifer asked if it could be used for gas/equipment use? Ruth Thompson explained she was turned down in 2022 but thought they had received funds in 2021 for same use? Sherry Copeland commented that it sounds like descriptions, funds and the use description all need to be updated. Ray also stated that he did not feel \$100 to each chapter for a general repair use in their budget is adequate for some chapters. Tami suggested to reach out to our younger generation by hosting an educational event/dinner to get them

active with the BCHMO. Teresa Anderson asked where are these youngsters and how do we get them involved in our organization? The auction sales income is the funding source for these funds. Ruth Thompson suggests changing the budgets. Several people voiced interest in knowing more details, wanting to discuss the particulars and maybe even changing the requirements for this funding. Volunteers for input on changes of the TMI program are Tim Anderson, Sherry Copeland, Bob & Jenn Wolf, Ruth Thompson, and Cherie Eppler. The board and officers encourages the general membership to come to the January meeting when the budget is discussed. Everyone was advised again that Board meetings are open for any member to attend and they are welcome to speak any concerns to the board members at any time during the year.

TREASURER REPORT: Jane Doskal gave the Treasurer's Report and advised a Pay Pal account has been established this past year and we have had 11 memberships use it. A separate account was established to limit their access to our general funds. Both accounts together total \$35,215.80 at this time. Again there was discussion on the amount of money in the account and questions raised as to how much it takes to pay for the yearly expenses. Jane advised 5 years ago balance was approximately \$28k so it has not raised greatly. Biggest expense is the National dues and insurance which are estimated at \$5,100 depending on the memberships collected. Sherry Copeland again challenges the board to revamp the criteria for the Chapters to utilize these funds. Sherry advised the pay pal account opening amount of \$300 needs to be moved in the Quick Books report

OLD BUSINESS: Tim asked Sherry Copeland to report on the National Meeting that was held in Kansas City this past spring. She then asked Tim to share some of his take a ways – Amazing legacy and strong youth connection was felt at the national level. BCHA Strategic Business Plan is ramping up – please watch the Webinars. There are several that can be accessed but little attendance is being felt. The new BCHA educational platform is Light on the Land and 2023 is the 50th Year Celebration for BCHA. New merchandise is coming out to recognize this.

Becki reported for Board of Directors – We build from the ground up so please get involved at your Chapter level, your State level, or volunteer to help with a duty or position.

NEW BUSINESS: 2023 Calendar of Event Dates will be coming out in the Newsletter. Dates already set are National Trails Day is June 3, 2023 and National Public Lands Day is September 23, 2023. The next BCHMO meeting will be on January 16th 2023 10 a.m. at Perkins Restaurant in Jefferson City, MO – membership is welcome to attend (buy your own meal)

Activities Tim announced there would be a couple of Informational Sessions in the afternoon if you would like to attend. A presentation will be given by Teresa Anderson on Riders Health and one following with Ruth Garner on using GPS.

ADJOURNMENT:

Motion called for adjournment, seconded. Motion carried.
Meeting adjourned at 12:16 pm.

Respectfully Submitted,

Kathy Jaeger
BCHMO Secretary