

Minutes of the Montana Cutting Horse Association (MCHA)

Board of Directors' Meeting

March 14th, 2021

Via Zoom

President Will Nuttall called the meeting to order at 5:02 p.m.

Directors Present: President Will Nuttall, Vice President Cindy Garoutte, Nancy LaCounte, Kelsey Fraser, Wylie Fraser, Kathy Foote, and Alison Anderson

Directors Represented by Proxy: Michelle Van Dyke (Kathy Foote)

Directors Absent: Roy Oliver

Others Present: Secretary/Treasurer Kelly Fraser

The minutes of the March 3rd Board of Directors' meeting had been distributed to the Board members prior to the meeting. Minutes were approved on a voice vote.

OLD OR UNFINISHED BUSINESS:

None was discussed as this was a special meeting.

NEW BUSINESS:

MCHA Secretary/Treasurer Position

President Will Nuttall noted that the resignation letter from Kelly Fraser as the current Secretary/Treasurer had been distributed to the Board and everyone had had a chance to read it. Will told the Board that he felt it was feasible for the Association to increase the salary of the Secretary/Treasurer to \$1200/month plus a possible bonus at the end of the year. He noted that Kelly had said April 30th would be her last day in the position but would help with the transition to the new Secretary/Treasurer. Will told the Board he discussed with Kelly that MCHA would pay her half of the salary for 3 months as she trained the new hire. He said Kelly had graciously agreed to that.

President Will Nuttall opened the floor to discussion on the salary raise for the position. Kathy Foote asked the Board if they had all received the email Michelle Van Dyke had sent, they all had received and read the email. Kathy Foote expressed that she agreed with Michelle in that giving an almost 30% raise in the salary is exorbitant, especially for someone just going into the position. Kathy and Michelle both feel that what the salary is set at now is good and that looking at a year-end bonus would still be appropriate as was discussed at the January planning meeting.

Nancy LaCounte said she felt the MCHA Secretary/Treasurer does a lot and should be compensated accordingly. She said if those in the position are not paid well, they get burnt out fast and then MCHA has the issue of turnover. Ali Anderson agreed, saying she appreciates those who take on the position. Cindy Garoutte said there is more to the position than most

people understand, and it is an underappreciated part of MCHA. Nancy LaCounte made the motion for the Secretary/Treasurer position to be paid \$1000/month; Kelly Fraser shall be paid \$500/month for 3 months for training purposes; at the end of the year the Board will consider a year end bonus to the individual that has assumed the Secretary/Treasurer position. Seconded by Ali Anderson; motion passed 6 to 2.

Nancy LaCounte asked Kelly Fraser if she would be willing to write up a job description that could be presented to possible candidates interested in the position, Kelly will write up a description for distribution. Ali Anderson made the motion that the position shall be advertised on the website, Facebook and sent out in an email to the general membership. She further moved that the application process will be open until April 1st, 2021; and in the two weeks following, screening and interviews will be held; the hire will be done by April 15th. Seconded by Kathy Foote, motion carried unanimously. Will appointed Kelsey Fraser, Kathy Foote, and Ali Anderson to screen candidates.

Wheatland, WY Show

Secretary/Treasurer Kelly Fraser asked the Board if they wanted to have an official vote to add Wheatland to the MCHA schedule of shows. All Board members were in favor of the show.

President Will Nuttall adjourn the meeting at 5:39 p.m.