

Seattle Pups and Handlers



Special Board Session - 5/2/24 (Abridged Minutes)

When Thu, May 02 2024 at 07:30 PM

Location: Online, Online

Minutes

1. Call to Order

These meeting minutes were approved for public release 5/9/2024 at a special board meeting.

Attending:

- - Domino
- - Eddie
- - Sinn
- - Nova
- - Tye
- - Mint
- - Oshawott

Sinn opened discussion to set guidelines for discussion topics of 2-5 minutes, and to record this session. No objections.

Board agreed to talk about the SEAF situation first.

2. SEAF Tips and Legal Concerns

Domino explained the background of the situation with some members volunteering for SEAF wanting to keep their cash tips.

Sinn discussed the situation in the SEAF chat was unacceptable and spiraled out of control.

Eddie felt there was a legal concern which is why they acted that way, and Domino said inappropriate things to them directly.

SEAF Legal Concerns

Eddie did some research referencing the laws and guidelines around volunteers and compensation. Gave us 3 options to work with.

- Pay the members minimum wage and tips
- ask for the money back from members
- do nothing and potentially put the organization at risk.

Eddie gave a volunteer \$22 from the cash tips on the night they worked. Did not issue a receipt for the member or for the organization.

Other board members spoke about the role volunteers had with regard to the festival, they did not volunteer for us, this could be a SEAF issue instead of SEA-PAH.

Sinn and Nova talked about the need to do our research with legal and tax professionals before any decision is made. Sinn will be out of town on vacation next week but will work with Nova to find out the information by the end of the month at the next board meeting.

Decision

Sinn and Nova to research Eddie's claims with legal and tax professionals

3. Discuss Interpersonal conflicts that are negatively affecting public perception of organization

Sinn asked Domino to explain their side of the issues that came up.

Eddie and Domino have a passionate discussion about their actions both privately to each other and in other public and semi-public chats.

Each board member share their concerns regarding Domino and Eddie's behavior.

Mint asks for direct actions Eddie and Domino will make to ensure this does not happen again.

Domino: Need to approach things with level heads and action plan to have less conflict. Try to be more mindful about being blunt and take feedback and criticisms personally and to hear.

Eddie: I have shown improvement. I acknowledge the growth of Domino. No one has acknowledged my own growth. I will funnel my energy into outside supporters.

Nova talks about the problems we have at hand still, and the situation is still deteriorated. Moves for Eddie to be removed from the board.

Mint and Sinn discuss why they feel the way they do, and how their duty is to the board and organization.

Eddie questions why we haven't spoke about Domino's behavior, Sinn clarifies that we will after the motion at hand.

Nova restates his motion:

"I move to remove Eddie from the position of Vice President of SEA-PAH effective immediately for the following reasons:

1. Unprofessional behavior in the SEAF chat.
2. Behavior around the new board member vote.
3. Airing personal conflict in the SEA-PAH board chat.
4. Inability to move on from previous events after being addressed and
5. The legality of giving money to a member that the board did not decide to give to them."

Sinn seconds the motion.

Move to discussion.

Eddie feels their conflict management skills have gotten better. Wanted Domino to apologize earlier than this meeting. Wants to amend the motion to remove the last reason. No support given by other members of the board.

Domino explains the apology waited because of life changes and SEAF responsibilities.

Nova discusses that they came into the meeting with an open mind after previously being in favor of removal, and Eddie is distracting everyone from the organization's mission.

Eddie takes responsibility for their actions.

Domino calls for order and to call the motion to the floor to vote.

Vote results:

- Aye-5
- Domino, Nova, Sinn, Tye, Oshawott
- No - 0
- Abstentions - 2
- Eddie and Mint

With the vote 5-0-2, the motion passes. Eddie is removed as vice president of SEA-PAH and the board of directors.

Eddie begins to speak but is cut off as their access through the SEA-PAH Google Workspace was terminated. Eddie leaves the meeting.

4. Domino discussion

Tye leaves the meeting after discussion if it is permissible. No objection, leaves.

Sinn discusses Domino's tone with other board members and members of the organization. Mint agrees.

Domino acknowledges the situation and will try and ask for help in different tones, and wants to be a point of connection in the community.

Domino requests that if they are out of line or says something inappropriate that other board members pull them out of the situation and address it as soon as possible.

5. Add Arthur to the Board

Domino asks if people are ok with inviting Arthur to the board and makes a motion to invite Arthur to the SEA-PAH board.

Oshawott seconds, no discussion.

Vote passes unanimously.

Domino motions to close the meeting at 9:40p. Sinn seconds, no discussion, vote passes unanimously.

End of minutes.

Summary of matters arising are tabled on the following page.

Minutes of Special Board Session - 5/2/24 (Abridged Minutes) on Thu, May 02 2024

Summary of Matters Arising

Decisions

| Item | Decision |
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|----|---|
| 2. | Sinn and Nova to research Eddie's claims with legal and tax professionals |
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