

Ride and Tie Board Meeting  
July 18, 2019

**Members Present:** Janice Heltibridle, Sara Boelt, Chris Amaral, Greg Fellers, Rufus Schneider

**Members Absent:** Gunilla Pratt, Steve Shaw, Mary Tiscornia, Steve Anderson, Susan Smyth, Carrie Baris

**Invited:** Joanne Mitchell

1. Board Minutes from May 9, 2019 meeting were approved.
2. 2019 World Championship - Jamestown, TN – August 17, 2019 (J.Mitchell)  
Discussion about fairly low sign ups so far, but we know of others that are planning on entering. Dr. Fellers asked to be regularly apprised of numbers so that we can ensure we have adequate vets.
3. Committee Reports
  - a. Technology Committee – No report
  - b. Treasurer's Report – No report
  - c. Ad Hoc Committee – Godfrey Sullivan swag –  
Ben Volk's work life means he is taking a hiatus - if anyone has ideas for additional swag, please let the board know.
4. 2019 Western Regional Championship – Bandit Springs, OR - July 13, 2019  
Schneider and Amaral reported that the event was a very good event.
5. 2020 - 50<sup>th</sup> Anniversary Race (Cuneo Creek/ Sequoya Ward – June 21, 2020)  
Schneider is working on special 50th anniversary buckles. She will present proofs to the board before having them minted. The date is not yet confirmed because there is a 6 month window for applying for the event.
6. Storage Trailer  
It is not coming East. It is going to Amaral who will look into selling it out West. Fellers moved that we sell the trailer under Amaral's supervision. Motion Carried. Once the trailer is sold, we will revisit the idea of purchasing a smaller trailer.
7. Other...  
Schneider suggested that we look into hiring an individual or firm to help us with social media marketing, especially for the 50<sup>th</sup> anniversary. Heltibridle will ask the Technology committee to do some research and report at the August meeting.  
  
Krueger reported that he will agree to be the Safe Sport liaison for the foreseeable future. Krueger will reissue the lawyer's report in the minutes. SEE BELOW  
  
Heltibridle and Krueger will continue working with our lawyer regarding ensuring our by-laws are up to date.
8. Adjourn at 10:11 pm Eastern.

Next meeting –**TBD** - possibly August 15, 2019 1:00 PM Pacific/4:00 PM Eastern @ World Championship – East Fork Stables, TN

Respectfully submitted,  
Courtney Krueger

## LEGAL MEMORANDUM

**To:** The Ride & Tie Association

**From:** London Law, Inc.

**Date:** May 4, 2019

**Re:** Compliance with the Safe Sport Act

### QUESTIONS PRESENTED:

1. What wording do we need to put in our Ride Manager's manual as well as in our Ride Manager's agreement to ensure that we meet criteria 1?
2. Who, according to the act, is required to take the training?
3. Is the only approved training the training that the Safe Sport organization offers or can folk like clergy and schoolteachers who have to regularly have training anyway use that instead?
4. Do our documents need to be reviewed (by you or another attorney) to ensure we are both legal and legally protected from liability...
  - a. That our articles of incorporation are up to date and legal
  - b. What changes, if any, do we need to make to our by-laws
  - c. If we need to procure general liability insurance other than the insurance we purchase for our events
  - d. Do we need liability insurance for our board of directors?
  - e. Should we require signed releases from support crews and volunteers present at our events?
5. What other practices/changes do you suggest to ensure that Ride and Tie is both legal and protected as a non-profit National Sports organization?
6. Would you be willing/able to provide a written report as to what we need to do as an organization?

### ANSWERS:

1. **Written Procedures Requirement.** The Safe Sport Act requires the organization to comply with section 226 of the Victims of Child Abuse Act of 1990. The Act requires the organization to establish “reasonable procedures to limit one-on-one interactions between a minor athlete and an adult (who is not the minor’s legal guardian) at a facility under the jurisdiction of the organization without being in an observable and interruptible distance from another adult, except emergency circumstances.” In other words, minimize minors’ one-on-one interaction with unknown adults at competitions. In the context of a Ride and Tie competition, practically speaking, this is difficult to enforce. A minor can and will interact with unknown adults on the trail. I recommend you include provisions in the Ride and Tie rules (for human athletes) the reference to Safe Sport and call upon all adult participants to be observant of minors’ interactions and report to the organization any concerning behavior. Participating athletes are not acting on behalf of the organization, but including them in the awareness and reporting requirements is a practical way of ensuring the safety of minors and also going beyond the minimum requirements of the Act.

Additionally, the organization is required to maintain an office and outreach department that develops oversees training, oversight practices, and updates your policies, procedures, and manuals on how to deal with allegations. You should identify one person on your Board of Directors or other organization official as being responsible for the above requirements.

2. **Training Requirement.** The organization must offer and provide Safe Sport training to all adult members who are in regular contact with minors as well as prohibit retaliation by the organization against any individual who makes a report. The training is available from Safe Sport for a fee of \$20 per user. You may pass that cost on to the user. There is no reduced fee offered for non-profits. The Safe Sport Act requires all adults who (1) act on behalf of the organization and (2) have consistent one on one contact with minors attend Safe Sport training. This includes, ride managers, administrators and officials, but only those with consistent contact with minors. Veterinarians do not act on behalf of the organization, and do not have consistent contact with minors in the context of a Ride and Tie event, so are not required to attend training. Athletes sponsoring a minor may be considered to be acting on behalf of the organization, best practices would be for sponsors to also attend the training.

The training specifies three areas: (1) Mandatory Reporting, (2) Sexual Misconduct Awareness Education and (3) Emotional and Physical Misconduct. All three are covered by the Safe Sport training available for \$20 per user. You can purchase the training at <https://athletesafety.org/training/index> or enquire regarding a volume purchase by contacting Safe Sport at [training@safesport.org](mailto:training@safesport.org).

The training requirements should be set forth in Ride Director manuals, Ride Director agreements, and athlete rules, so that individuals can self-identify as being in need of required training.

3. **No**, training received by teachers and clergy that are not specifically Safe Sport does not fulfill requirements.

4. It is **recommended** that your current documents be reviewed by an attorney to ensure compliance with the Safe Sport Act, however such is not required. I have worked with another equine nonprofit - Reins on Manes, Inc. – that offered equine therapy to disadvantaged youths in the San Diego, CA area. The entity was acquired and I am no longer involved, but I do have experience with equine nonprofits.

a. If you like, I would be happy to review your articles of incorporation to ensure they are up to date and legal.

b. If you like, I would be happy to review your bylaws to determine whether any changes are recommended or required.

c. The Safe Sport Act does not specify a requirement for general liability insurance.

d. The Safe Sport Act does not specify a requirement for liability insurance for Board of Directors or other members of the organization.

e. Signed releases for the support crews and volunteers present at competitions are not required but recommended if they are going to be in contact with athletes that are minors. I recommend including a provision regarding Safe Sport and protection of minors in the event registration and athlete liability release forms.

5. Do you have any concerns regarding your status as a nonprofit? If so, or you haven't had a review in a while, I would be happy to help.

6. This memorandum serves as a written response to your questions, which may be freely shared within the organization's administration. Note, any sharing outside the organization will affect our attorney-client confidentiality.