CARO Annual General Meeting
via Zoom April 23, 2022
7pm EDT

1. Roll Call and Identification of Voting Members

Board of Directors

Debby DaCosta – Chairperson	Judy Miller – Vice-Chairperson
Jeanne Shaw – Secretary	Emma Bell – Exec at Large
Maggie Bird – Ontario	Chantelle Charlebois - East
Julia Schwark – West	

CARO Team

Barb Burgess – Data entry	Ayoka Bubar – Trial Approver

Members

Deana Abbott	Kimberly Masiak	Betty Leach	Brenda Zeng
Leslie Burns	Rick Harris	Lisa Hasebe	Christine Heal
Joan Adler	Sharon Needham	Joyce Baker	Leanne Hurl
Marilyn Fraser	Patricia Tschanen	Tanya Strom	Karen Share
Darlene McCuaig	Kathleen Cullen	Chantal Rioux	Donna Lewis
Martha Fortier	Sandra Franks	Joan Richard	Chelsea McCormack
Tara Goldak	Shelly Lyck	Lindsay Gaudet	Paula Webber
Yvonne Lord	Jane Donohue	Vania Boulet	Christine Boisvert
Maria Adams	Stephanie Inkster		

28 Members; 43+participants (numbers varied as people came and left due to technology)

Maggie Bird, as facilitator, welcomed everyone and reviewed how to use zoom and introduced the agenda.

2. Chairperson's Opening Statement (Debby DaCosta)

"Welcome everyone and thank you for taking the time to attend the AGM.

- First I would like to take a moment to thank the BOD for all their hard work and long hours.
- Barb, past Treasurer, thank you for your dedication and continued support while we find a treasurer.
- Thank you for staying on as data entry and trial results, we value your expertise.
- Thank you Jeanne Shaw our Secretary, your dedication is truly valued.
- Thank you to Judy Miller our Vice-Chair and long time CARO member your continued support is greatly appreciated.
- Thank you Emma Bell our Executive at Large, we value all you do for CARO.
- Thank you to our Board of Directors
- Western Director Julia Schwark, Prairies Director Sarah-Jane Petti, Ontario Director Maggie Bird and our Eastern Director Chantelle Charlebois. Maggie and Chantelle have just recently joined and have been huge contributors already!

- I would also like to thank Kelly Ladouceur, Jeanne Shaw and myself our Course approvers.
- Judy Miller Judge's Certification.
- Ayoka Bubar our Trial Approver.
- Sarah-Jane Petti our website manager.
- CARO is lucky to have such a great, dedicated and passionate group! Thank you

- 2021 was a very busy year!
- *We have the new handbook to improve communications. CARO is revitalized and we are looking
- forward to more great things to come.
- Virtual trials have become part of the CARO culture.
- The Lifetime Achievement title was introduced and awarded retroactively
- New Master Champions! Congratulations to ALL!
- The BOD has made a commitment to improve communications, thru FB, EMAIL, and the Website.

- CARO is growing and we look forward to working with the community to grow it together.
- I will pass back to Maggie our facilitator for the night.

3. **Reading of Previous Minutes** waived
https://mcusercontent.com/8da0a90a917cd8f58fa261cd4/files/fe2cc6c9-f9aa-62fa-5dd0-bba065a1733d/AGM_minutes_2021_converted.01.docx

4. Acceptance of Previous Minutes

Move acceptance Jeanne/Debby Passed

5. Secretary's Report (Jeanne Shaw)

- Debby mentioned that we are improving communication. Part of this is trying to get out each month's minutes in a more timely manner.
- We are now also providing complete minutes on the website.
- Important information that is posted to facebook and on the website is also being emailed to members, being cautious not to 'spam' members.

6. Treasurer's Report

Current year profit of $19,214.01

Canadian Association of Rally Obedience
Balance Sheet
As at 31 December 2021

	This Year	Last Year
Current Assets		
Scotia Bank	41,163.35	17,990.59
PayPal	139.51	5,036.92
Prepaids/Deposits	805.59	398.20
GST/HST Paid on Expenses	970.21	879.02
	43,078.66	24,304.73
Term Assets		
G.I.C.	26,660.65	29,575.34
Total Assets	**69,739.31**	**53,880.07**
Current Liabilities		
Accounts Payable	1,921.00	6,932.18
GST/HST Collected	4,456.30	2,799.89
	6,377.30	9,732.07
Equity		
Retained Earnings	44,148.00	36,195.04
Current Year Profit (Loss)	19,214.01	7,952.96
	63,362.01	44,148.00
Total Liabilities & Equity	**69,739.31**	**53,880.07**

Year Ended December 31, 2021

	This Year	Last Year
Income		
Membership - Associate - New	760.00	720.00
Membership - Associate - Renew	1,440.00	1,020.00
Membership - Regular - New	630.00	385.00
Membership - Regular - Renew	2,555.00	1,995.00
Membership - Professional - New	300.00	500.00
Membership - Professional - Renew	3,700.00	3,950.00
Registrations - Member	2,200.00	2,550.00
Registrations - Non Member	7,455.00	6,265.00
Trial Applications	700.00	1,180.00
Trial Per Run Fees	3,000.00	2,270.00
Trial Entry Fees	28,521.64	11,862.00
Judging Applications	200.00	155.00
Interest Income	242.07	353.52
Miscellaneous Income	2,084.93	1,339.76
	53,788.64	34,545.28
Expenses		
Annual General Meeting Costs	-	320.96
Bank Charges	1,915.23	1,170.15
Bookkeeping	900.00	900.00
CARO Sponsored Trial Costs	-	-
Dog Registrations	1,806.00	1,680.00
Education	825.00	-
Insurance	1,115.64	970.92
Judges Examinations	-	100.00
Member Processing	686.00	1,458.00
Office Supplies	190.28	259.00

- Virtual trial improved our financial situation.
- Software upgrade and months-long process of fixing all the things that didn't work after.
- Questions:
  - Certificates are a big expense….any thought to sending pdfs for those who want it?
    - Current system does not allow for a mix…would need to rewrite computer system.
    - Discuss again in the future
  - Question: more detail about virtual trial costs…..what does the almost 15,000 cover?
    - Main items would be judging fees and processing of entries
- 2020—profit of about 6,000
- 2021 about 14,000 for 2 virtual trials
- The VT carried CARO through when in person trials were limited because of covid
- Motion to accept the financial statements as presented—Kimberley Masiak/Barb Burgess Passed

7. Director's Reports

a. East (Quebec and The Maritimes)

Chantelle Charlebois

- "Hello everyone. First I want to say thank you for taking the time out of your Saturday evening to join us for the AGM. Only with competitors and members like you can CARO be the organization we all want it to be.

- I have only been in the role of Board Member for Canada East – Quebec and Maritimes – less than a month.
- Several of you have reached out to me directly over the past couple weeks after it was announced that I had filled the position. I am working on replying to you all directly so we can have the conversations you want to be having.
- It is my #1 goal to grow CARO in Quebec and the Atlantic provinces. So having you reach out to me gives me an easy starting point.
- From there I will be reaching out to members, instructors, training schools and academies, to see where thoughts and feelings are on rally obedience in your region, and get your ideas on how to grow CARO out East.
- I promise you I am here to represent your region, its members, competitors and hosting facilities. If you are from Quebec, Nova Scotia, PEI, New Brunswick, or Newfoundland & Labrador, I encourage you to contact me directly at the board email address. Don't hesitate – I am approachable, and will always be happy to hear from you.
    - One member from Maritimes and 12 from Quebec right now"

b. Ontario

Maggie Bird

- Ontario constitutes 40% of the membership right now and growing. Many trials in Ottawa area. Once MGH is complete, will be reaching out more.

c. Prairies (Manitoba and Saskatchewan)

Sarah Jane Petti

no report

d. West (Alberta and British Columbia)

Julia Schwark

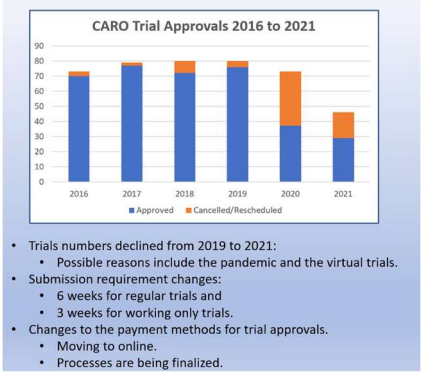
- "Trials in AB and BC dropped in 2020 due to covid, but have been increasing in 2021 and again in 2022.
- Working class titles that were originally proposed by Julia were made official this year!
- Working class subclasses were officially dissolved this year as originally proposed by a western member"
- There was a request from the membership that the Western Director reach out to Vancouver Island clubs.
- Note that there are currently no CARO Members residing in Nunavut or the Territories.

8. Special Roles and Working Group Reports

a. Data Entry (Barb Burgess)

- 2021 saw uptick in many areas---memberships and dog registration….56 new members
- 219 renewals were up
- 301 new dogs in 2021
- In person trials—less than ½ of where we would typically be at this point in a typical year. 39 held in 2021….seems like we should be up for 2022

b. Trial Approvals (Ayoka Bubar)



- These are trials that were approved and went ahead…some were cancelled.
- Changed our submission requirements to 6 weeks for regular trials and 3 weeks for working trials—because some of the processes have been moved to online

c. Web Site Management (presented by Maggie)

- Shout out to Sarah Jane Petti for all the work she is doing
- We are looking to reinvest some of the money from virtual trials into a new website (long term project) and the data base going on behind it.
- Will complete front part first and then data base over the long term
- Ayoka: would like to be involved……all stake holders will be involved who are working with the back end of the website.

- At least a year out.
- New tracking sheet for working class Q's and it will be on the website and you will be able to see when you get titles.

d. Judges Program (Judy Miller)

- Had judges' conference call…..went well….planning monthly judges meetings…
- Have 101 judges; about 51 are active.

e. MGH2022 (Maggie Bird)

- Update…..new handbook in draft form on website and thank you for your patience.
- All comments were read, some were amalgamated.
- No more changes to the 2022 handbook.
- Judges' handbook and trial guide are in process—at that point it will no longer be a draft.
- Looking forward to moving forward together.

- Questions: upcoming judging seminar? Looking at virtual seminars and some coming up….board needs to discuss this…..need MGH wrapped up so new judges can be onboarded with new format

- What is involved in the Lifetime Achievement Title: Masters Champion and WC champion—will be in new handbook

9. Unfinished Business

n/a

10. New Business

a. Ratify New Bylaws

- Bylaws are 7 years old - .BOD has gone through them to make CARO more efficient and effective for members.
    - 21 changes
    - This is a 2 step process:
        - 1.exec approves and votes on the new bylaws.
        - 2. ratified by members at AGM
    - 20 changes to be ratified.
- Maggie went through bylaws and shared screen….no changes to constitution only to bylaws….
- We will discuss each change and will ask if there are any objections…if not, it will be considered approved. If there are objections, it will be put to a vote.

- Item #1 - By-Laws were reformatting using bullets and table to make the information easier to understand.—no objections
- Item #2 - The Privileges sections was updated from paragraph format to a table.
- Item #3 - New line to clarify that memberships are annual in nature.
- Item #4 - New line to clarify that judges must renew on or before Dec 31 in order to maintain their judging credentials for the following year.
- Item #5 - "After September 30th" changed to "on or after October 1st"
- Item #6 - Updated from "Lapsed members who renew after Sept 1st shall be required to fulfill the 12 month waiting period prior to be allowed to vote."
- **NO OBJECTIONS 1-6**
- Item # 7 - Removed "Any Person who has been found to be practicing inhumane treatment of animals," - as this is covered under the following section and in MGH2022.
- Item #8 - Error correction - previous version indicated three times. It is two times as indicated in the MGH2018 and MGH2022.
- **Action to be brought forward**--is there anything that says that non members cannot compete for 2 year….save for discussion for future years.
- Item #9 - Update from half of Executive to three Executive members. The Executive consists of five positions. This change brings it to the nearest person count.
- Item #10 - Added to allow for future AGMs to be held virtually post-pandemic.
- **NO objections to the above**
- **Action: Add a point that meetings may be in person**
- **'membership meeting shall consist of at least 3 executive members and covers virtual as well as in person meetings**
- Item #11 - Updated from April 15th to May30th to March 1st to April 15th to space out annual events including the virtual trials, annual elections and projects.
- **No objections….BUT AGM should be earlier in the time period so not the same time period as the VT**
- Item #12 - This was moved from the BOD section to be merged with the rest of the information on Membership based meetings.
- Item #13 - Updated to match recommendations from Roberts's Rules 2020 edition.
- Item #14 - Return term from two years to one year.
- Item #15 - Flexibility added to allow for any two members of the Executive to act as signatures versus the current requirement of the Treasurer and one of Chair or Vice-Chair.
- Item #16a - Previously January 15th
- Item #16b - Previously Feb 28th.
- Item #16c - Previously March 15th
- Item #16d - Previously June 1st.
- Item #17 - Shorten terms to two years
- Item #18 - Years updated to remove expired dates and update cycle to two year terms with Chair/Treasurer and At Large alternating with Vice-Chair and Secretary.
- Item #19 - Changed from "the rest of Canada'
- Item #20 - Updated from three years to two years.
- Item #21 - Updated from "Three quarters of the Board "
- **No objections BUT Edit: under nomination in the first bullet point change chairperson to nominating committee chairperson (to be clear it's not the CARO chairperson**

- Question: why is "shall" capitalized sometimes and not capitalized sometimes—no objections to allowing exec to clean up spelling, punctuation, capitalization, spacing errors, etc
- No objections
- All 21 proposed changes to the bylaws have been ratified by the membership at the AGM

b. Working Handbook 2023

- Handbooks will be updated every 2 years on alternating years meaning 2022 is MGH and Working is 2023.
- Working class handbook working group has been identified and they will be starting the first of June.

c. Video Project

- Undertaking a project this summer to have videos of all station signs…inviting all CARO people to video—all kinds of people and dogs across the country, including modifications to signs
- Kicking off June 1
- Will take one year to have this done…. not a fast project

d. Course Design Software

- Julia has reworked the course design software adding the new signs…..still uses PowerPoint. Have sent to webmaster…..so should be available right away. Has updated numbers and signs that will be needed for July 1. The grid is in the background so can't accidentally move it when designing a course.

e. Station Sign Project

- CARO is reinvesting some of the funds from VT back into community by providing packages of all station signs (there are now 170) for judges and trial hosts. .
- Trial Hosts will receive a full package of station signs (not laminated). Judges will be provided at ½ cost (not laminated). Additional packages will be provided at cost.
- Working on setting up the order forms and they should be ready in the next couple of weeks.
- CARO members can purchase them at the price for bulk printing.
- They will be printed on cardstock.
- You CAN use your old signs except for the ones on the "MUST PRINT" list.
- Many thanks to Judy in advance for all the mailings she is going to do.
- Remember you can put your name or other identifying marks on the back of signs before laminating

f. Versatility Class (NOT COMPLETED–need a screenshot of the slide)

- Maggie presented a summary of the comments from the FB chat.
- Poll of everyone at AGM
- Would you like to be able to enter Versatility after novice……35 people responded 70% yes 30% no
- Once through novice….can continue as you are now. OR you can go to Versatility
- See picture Novice to advanced and excellent or novice to versatility and VX….could compete in VX without completing excellent.
- Would you be agreeable to this change (as shown on the screen). Probably resounding yes
- Question: could enter Versatility and Advanced at the same trial? YESSSS!!!! As long as you have met the prerequisite.
- This change would mean major changes to the database. We can start working on this but will have to take the database into consideration….so we will keep everyone informed but it IS a long term project.

Notes for future discussion:

- Level past excellent for both streams…masterclass
- Including the left and right for each level

g. Items from AGM Participants

- Making the VT for the spring later in the year because currently SK and MB are currently snowy—a month later?

- Why are slip leads not allowed? Because it restricts the neck.
- Used in many other sports, including agility….easy to take off at the start line –takes less time.
- Discussion: may also mean we allow chokes….as a judge it's very clear when the wording is clear.
- Currently Martingales are not allowed. Different words are used in different parts of the country. Clarification with pictures of what a limited slip is…..this takes a lot of time for judges. Baseline for caro is flat bucket or quick release or harness that clips at the back. Head collars are allowed on trial grounds.
- Some dogs are not used to collars and dogs spend a lot of time scratching at them in the ring. Perhaps they could be allowed at the advanced level so they would just come into the ring with them, but not at novice level where the dog needs to be onleash.
- Defining equipment gets complicated very quickly and we are the only venue that doesn't allow slips/limited slips.
- Request to do a poll or vote around it, please send in comments

Thank you for attending AGM 2022

10. **Move to adjourn Jeanne/Julia passed**