

CYMDEITHAS Y MERLOD A'R COBIAU CYMREIG THE WELSH PONY AND COB SOCIETY

Summary Minutes of the <u>online</u> Council meeting held at 9.30pm on Tuesday 27th October 2020

Present Via laptop/pc

Colin Thomas, Sharon Charlton, Gwyn Jones, Elgan Evans, Geraint Davies, Wyn Jones, Brian Foster, Liz Hampson, John Welsh

Via mobile phone or landline

Roger Davies, Debbie Jones, Dilwyn Roberts, Daniel Morgan

Welcome and Apologies: CR Davies;

In Attendance: Via PC Miriam Pritchard

Via laptop Meirion Davies (Company Secretary)

Minute Taker: Miriam Pritchard

Welcome and Apologies

The Chair welcomed everybody present to the meeting and thanked them for continuing to take part in this way. (09.37)

BF had sent apologies and would join the meeting as soon as he could.

Declarations. There were no declarations.

Items for Any other business

Corrections and matters Arising from the 28th September minute

CONFIDENTIAL MATTERS

It was proposed that the minutes are a true reflection of the meeting and that they be accepted.

Proposed by
Seconded by
All in favour

Confidential Minutes from the 28th of September. Corrections CONFIDENTIAL MINUTES The Company Secretary read out confidential minutes of the last meeting- the CS thanked WJ for taking the minutes in the one section of the meeting when Company Secretary, Office Manager and Chair withdrew.

Minutes of the Emergency Meeting 30th of September

Matters arising – There were no matters arising

It was proposed that the minutes are a true reflection of the meeting and that they be accepted.

Proposed by Seconded by All in favour

The Chairs report / Vice Chair's report

The last few weeks has been very busy with a number of meetings taking place – once again thank you trustees for working remotely and sometimes at very short notice.

I have great pleasure to notify you that the Stud Book has been proofread and will be ready to issue shortly – I must thank for his efforts along with and and .

As you will see, I have once again put confidentiality on the agenda.

The Company secretary continues to inform the members of Society business and also answers many queries (some derogatory to the staff) on social-media.

You will see from Office Managers update on Passports that it is a very pleasing to be including in my report today that the staff has worked very hard to get us to a 13-day turnaround on Passports, so, that we comply with the PIO status. This news has been one of my high points as a trustee for quite some time, when you consider over the last 2 years the office has been struggling to comply with the 15-day guidelines – on behalf of Council, I sincerely thank the staff.

Once again Covid 19 continues to create problems worldwide. The Welsh Government has introduced a circuit breaker based on scientific evidence.

Company Secretary and the Office Manager are hoping to keep the office open during the 17-day lockdown, but this will depend on whether the government restrictions will allow. We are all aware of how deadly this virus is, and I urge fellow trustees and staff to take care and stay safe.

There are a lot of positives happening for the Society and this will materialise as we go through the agenda.

Trustees, if you have any concerns, I am always available by email or phone.

No concerns were raised in response to the Chair's report. The Chair thanked for their work; and for all for attending meeting in difficult times. Vice Chair wished to add his thanks to everyone and noted that he also wished to thank the Office for working hard. He added that the final version of the Charter should be discussed.

The Charter.

Chair noted 3rd point from the bottom 8 and 9 run into one. It should note Daughter societies around the world. queried the wording of the last statement- he felt it questions the Society's standing as the primary breed society. Company Secretary noted that it places the WPCS in first position and by signing up to it the daughter societies agree that we are the mother society. Company Secretary asked for other suggested wordings. 'Founding / Leading' were discussed. The Company Secretary noted 'primary' puts the society in lead position and purpose the charter is to announce us as the leading society. The Chair suggested that consideration should be given to amend the Articles of Association to include the Charter or have it as an associated document.

The W Government had asked for a copy of the registration rules. Defra and W Govt has recognised us as one of the 52 stud books. The Company Secretary suggested that If we can get all the countries to sign this, we can have a direct lobby. We might be able to establish the same as position as the American Quarter- horse society and the Icelandic pony society. Chair noted that the ESA are working with DEFRA on behalf of all Stud books in the UK. The Welsh Govt have now contacted the Society regarding the Rules for registrations and the Stud book. The CS had reported to them that we treat daughter society registrations with the same status as indigenous animals. Its stronger with ESA, DEFRA and Welsh Govt. There is nothing to stop us providing ESA with this charter showing the support for the daughter society.

Discussion ensued about the registration processes and those members from overseas who choose to dual register. Chair noted the need to be careful with wording. Company Secretary noted that it is clear in our regulations that daughter societies must comply with our rules. Indeed, and the societies must comply with ou

Company Secretary noted that we will have to be robust- but we need a status quo. Most committed European breeders want their stock to be registered to be in the WPCS stud book and known as Welsh Ponies and Cobs to compete at affiliated UK shows and seek recognition from the UK breeders.

Company Secretary suggested and use the words 'founding and primary'. DR noted that we should do whatever it takes to keep us as the primary/leading Society.

Company Secretary noted that the proposed Charter aligns to the articles. The Chair noted that the Charter does not affect the articles. Final declaration. Company Secretary proposes a 1 liner to tie everything together. noted that he would like to shut out the possibilities of other societies registering our breed- Belgian blue example, as in British Belgian Blues. Company Secretary proposed that we share this as has noted sharing with members and daughter societies. In noted that we need to protect our status It was decided that 'Founding' to be put in front of 'primary' on charter. will send the final copy to council and then to daughter societies. Then ask for proof of signature and then final copy. The recommends an email sent of ESA report to all Trustees. **Company Secretary /Office Manager report** The Exhibition unit has now been taken to the Garage after recovery It has also been put on SORN. Transport to needs to be arranged after its MOT The Grounds at Bronaeron- The Company Secretary has asked the usual groundsman to tidy up but has not returned. We should possibly look for another contractor. Boiler- was working for 5 days. Another problem are in attendance. CED- had a good meeting since last council. There will be no charge for any work they will do. working with the CED team and the hope is to be uploading on weekly basis within the next 6-8 weeks. Company Secretary noted that there would be a power cut between 1-3 on Wednesday which would affect the phone lines. This was communicated to the membership via FB and the Website. The Company Secretary noted the large volume of correspondence coming through the office as traffic, be they queries, registrations, transfers etc. Lockdown has given time for people to sort out their paperwork. Lots of traffic as a result of historical problems, DNA issues where some foals were registered without the mare being DNA profiled, some foals processed without DNA being logged. We need to create a library of all the DNA profiles from whatever source as a priority in 2021 to enable us to help other daughter societies. This has affected online sales when some animals couldn't be registered in time to enter for the sale if the breeder had not lodged the DNA sample well in advance. Company Secretary notes that people are realizing that DNA profiling is essential and are doing it in advance of next year which is a good practice. A trustee asked how far behind are with the processing. The Company Secretary noted that when

alarm bells regarding their position and difficulties they suggested that the

Society look at _____ as another supplier; however; since then and their demise all the other societies have also moved to which has had a swamping effect.

Reports are needed for the journal. The Company Secretary requested that each Chair of committee provide with a short report as a Word doc by the end of the year. This would be a great way of showing what each committee does and its remit.

Phonelines – There are recurring issues – it has been established that there was a pre-set limit for 20 mins for the queue. We have rectified this by removing that cap. If you stay on phone now a caller should not be cut off. After 4pm, an answer phone has been set up and these messages are picked up the following morning.

Internal phone-cap for international calls. The Company Secretary requested that the Council give permission to remove this to better the experience for the European customers. It will make processing and conversing a lot easier. The Trustees were in agreement.

noted that he would prefer that an automated call saying that the lines are busy and ask for an email or a call back. There would be extra costs to the Society for call backs. Company Secretary noted that a new message has been added. There is only 1 member of staff dedicated to answering the phone each day. Notes we have a large volume of call of people asking about passports they sent in 3 days prior. suggest that the answer for this is to have a full-time member of staff answering phones. has spoken with Company Secretary and regarding this issue

- Did not think that waiting for 20 minutes is acceptable. He suggested a simple message saying please leave your details and queries.

- notes that it is not only the phones but the enquiries emails that are received and expressed concern about the hours the Company Secretary does and his workload. It is unfair on his health to be working such long hours. agreed and believed that an extra member of staff would be better off to answer emails rather than the phone.

noted that each enquiry leads to a conversation of questions back and forth. Company Secretary noted that sometimes there are between 10 and 12 responses to those emails. Company Secretary suggested that we should log the emails and phone queries to establish exactly how many people are needed to deal with them effectively. Company Secretary noted the potential disadvantage of an answer machine and the extra workload to keep up with standards required, The Office need continuity on the front lines and to drive the members and public to the website. agreed with Company Secretary. Chair states that website needs updating – and this is a problem. Website needs to be a priority.

Company Secretary noted the social media conversations. supports this. The more people who use social media, the more they expect an immediate response. The office has looked at a 'help me now' option on

social media- this could help traffic. Large volume of calls and emails, which is a positive thing but does increase our workload.

Company Secretary suggested that when COVID allows each trustee should have an experience of the passport process.

would like to see more phones being answered in the Office if the main line is busy.

Company Secretary empathised with the Trustees regarding complaints from members however; he is more than happy to deal with each complaint, he also asked Trustees to name the people's queries rather than anonymise them as often there is a valid reason for delays; so the Office can be made aware; address the issue and learn from it.

- noted she tries to rectify the problem quickly online by copying the Company Secretary in on FB. asks whose role it should be to answer. Company Secretary noted recent problems with staff illnesses on the receptionist role. would like to have an extra member of staff and is aware of Company Secretary workload. asked why is it that staking minutes. Company Secretary noted that due to the team's workload that minutes were only taken in the Council and F+HR meetings by another team member as he did all other sub- committees to enable staff to register etc. We have not got the luxury of a minute taker. Company Secretary suggested that an extra admin officer would be beneficial to the running of meetings and minute takings. Chair requested that Chair of FHR to investigate having an extra member of staff, he will discuss this in staffing matters in item 12.

Committee meeting minutes

Education and Welfare Committee

The Company Secretary read the minutes as was working from a phone..

CONFIDENTIAL MATTERS

Members Services Committee

- noted that the committee met on the 7th Sept. Company Secretary had shared that there had been a surge of registration applications at the closing of the first price window at the end of July.

had arranged for the wording and plaques to be made for the Thelma Carter memorials at the WPCS Pavilion in Builth Wells and at Bronaeron.

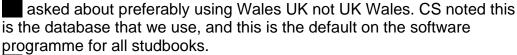
The CS asked for the invoice to be sent to the office.

Prefix applications – 22 new ones were approved as many had registrations pending. Some first choices were refused but second or third choices accepted. 4 prefix extensions were requested. 1 member wanted to add 10 family names.

2021 shows- the whole community hope that shows will return, Company Secretary has requested feedback from some show organisers which took place, and this will be included in the journal.

2021- journal will speak to this topic as an agenda item.

Stud book meetings to be arranged to finalise the stud book. (VOL 98) – 2016 registrations. It was noted that all entries are now listed as UK instead of GBR. UKE or UKW or UKS. WSB. European legislation. We now have to put down the country of origin. This is a requirement. Our passports are compliant. This could change again with Brexit in January. Company Secretary - noted that the word DUPLICATE is put on the passports for animals older than 6mths old. This is a DEFRA legislation and cannot be over-ridden on GRASSROOTS.



wished to note that in previous times Council meetings were held bimonthly and then the sub committees would be held in between. This would enable enough time to produce the minutes.

noted that the 24th of November was for the next council meeting which had a long agenda. expressed an opinion that council meetings are a priority and sub committees should meet quarterly. It was agreed to change the order of the agenda pre the lunch break. Both and agreed.

Promotions Committee

- recalled the content of the topics discussed at the last meeting. A discussion took place regarding:

- Involving young members.
- How to promote the Young Ambassador scheme
- How to access influencers.
- FB young advocates. Using social media.

In regard to the budget noted that there are set targets/budgets for every committee. This to be discussed in the next F+HR meeting. It was noted that the WPCS calendar needs to be promoted as soon as possible.

Judging and Showing Committee

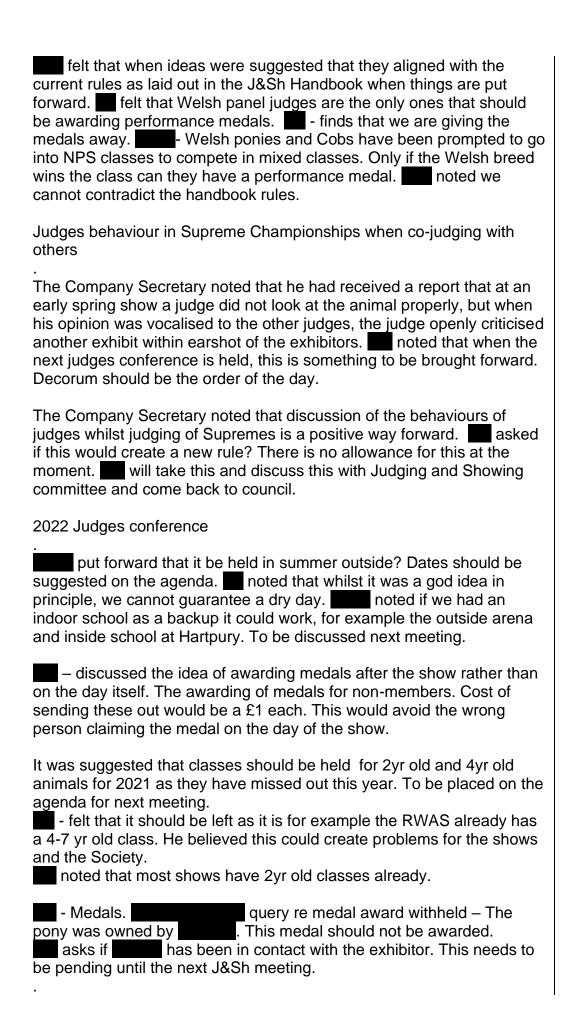
asked for any corrections to the minutes. There were no corrections.

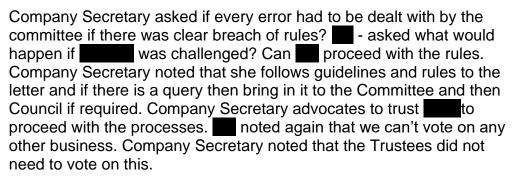
Asterisks

The roll out of the asterisk applications had been discussed.

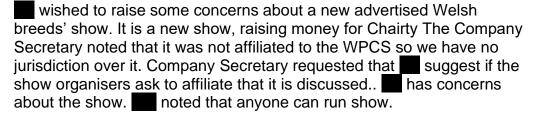
asked for the list of names noted that they must all reapply. This to be discussed at the next meeting. All Judges application forms must be sent in by recorded delivery in future.

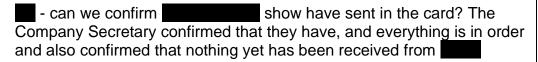
asked about amending the J&Sh handbook. The Company Secretary noted that it would be amended online and a list of any changes would be printed and shared with show organisers on affiliation. A new handbook will not be printed in 2021. It was noted that was not happy because he had only judged 3 shows and needed a further 2 to gain an asterisk. The intention is to publish the next Judging and showing handbook in January 2022. In onted that some parties on the subcommittee would like to amend the rules again. In noted if any rules were to be changed, they would need to be discussed at the next meeting. In oted that and have highlighted changes that they disagree with. Induction date of December is enough time for judges to supply the necessary information and the book is therefore delayed. A possible closing date of October would be better. In noted that the declaration form from judges is an additional problem resulting in a delay. In future, a deadline is a deadline. No allowances will be made in future but for this year because of Covid the committee had been very accommodating.
Holding shows under COVD restrictions
Feedback - had noted that their experience was to work strictly within the Govt guidelines. asked if we should send out these guidelines to shows. The Company Secretary replied that we cannot because of daily changes in various areas of the country but advise the shows to follow current Govt guidelines.
asked about the show organised by
We can offer medals in future years if they comply with the rules.
Performance medals
- noted that with performance medals - a lot of shows will veer away from awarding them if they have to have a separate judge for these classes only, because they have so many classes that comply with the NPS stated the rule for 8.2. he asked if they wanted to change this rule noted that some shows wished to ask NPS M and M panel judges to officiate in the Welsh classes.
It was noted by that after a rule has been passed It was noted that if a rule change was implemented in the new Handbook that it could not be changed for two years.





New Show





Suspension of Standing orders.

Due to the recent interest in a social media post it was proposed to suspend standing orders.

Proposed by Seconded by All in favour

The Society's Hon Vet joined the meeting. CONFIDENTIAL MINUTES
The Society's Hon Vet left the meeting.

Online Sales

Company Secretary gave the trustees a brief update. Some teething problems had occurred. At the 1st sale a buyer turned out to be the vendor's son who had bid the reserve. As a Society we should charge the commission and support the auctioneer. If they wish to use our services, they should pay the outstanding amount. The Company Secretary asked the council for their backing to withhold services for this member until the commission was paid. Council were in agreement.

— noted concerns regarding the level of the starting bid. The CS noted vendors will be asked to state their own starting bids. Another problem noted was vendors asking to change the reserve prices at the last minute.

— felt that it looks like the bid starts at the reserve price.

Company Secretary explained the issues with 1st sale and reserves, then on the 2nd sale a purchaser disappeared. Company Secretary has made both Dutch societies aware of this party. The Company Secretary explained the 'buy it now option' available for the ten days post sale if

the animal does not sell. Buyers now must opt in not out. The 3rd sale has 59 entries.

was under the impression that the buyer pays for the transfer.
 Company Secretary confirms that it's the vendor. This has always been the case at Official sales.

Finance and Human Resources

CONFINDENTIAL MINUTES

Journal meeting

requested that anyone that has any articles please send them in. Advertisement income and numbers will probably be down due to the Covid pandemic. But there are several very good articles coming in.

International Meeting

A summary of the international Meeting was discussed noting in particular the Charter and Brexit. The feeling was that the daughter societies wanted to sign up to the charter.

The new terms of reference for this committee was read out by Company Secretary. It notes what the international committee is responsible for.

There were no queries.

asked for clarity on the voting weightings and how many votes each country had. One vote for each Country and one vote for the UK. Will each trustee vote or will there only be one vote on the choice of the 'away' judge (the one chosen from the International committee) or one vote from the WPCS as a body? Company Secretary notes that the society would have 1 vote, like the daughter societies. This will promote more of a level playing field for the International daughter societies. Company Secretary also raised that when selecting the 'home' judges, trustees should prepare a brief CV for their nomination with reasoning as to why they should judge and check that they have not previously officiated at the International show in that section (as it is a once in a lifetime appointment). In noted that in future that C and D should be split with separate Judges for each section as it would draw more entries. and agreed. The general feeling is that the number of C's forward and standard has become stronger and justify the need for two

It was proposed that the terms of reference be accepted.

Proposed by Seconded by

sets of judges – one for C and one for D.

Welsh Government Welfare Meeting

The Chair, Vice Chair Company Secretary, Office Manager, and Chair of E&W had a meeting with and . The purpose of the meeting was outlined by the Company Secretary. The issue of a request for dispensation for exemption for animals to be microchipped over the age 20+. The societies actions in offering Online sales and a discussion on welfare worries due to the pandemic and its economic effect. The aim is to reconvene early in the New Year. suggests that we record further meetings between the government. Company Secretary – noted the Govt call the meeting and they have the technical asked if there was any possibility when meeting the government to discuss the need to re start the shows in 2021? Both and Company Secretary explained that such a request would have to be directed at another department – dealing with events and public gatherings. If shows can comply with the guidelines, then they can go ahead. Company Secretary suggested that be asked for the guidance to which department and a name to contact at the next meeting.

Stud Book

In progress final checks and corrections are being undertaken.

Hill pony Improvement Inspection Foal Scheme Scheduled for December 2020

- These foals must be inspected when being put forward into a pool for the societies and breeder.. If no colts an extra 3 fillies can be added. If possible Brecon market on a non-market day in December would be suitable. Company Secretary asked if there is an option to travel to judge. The organisation to be Covid dependent.

At the request of the Chair the Company Secretary left the meeting

Confidential staff and Trustee mattersCONFIDENTIAL MINUTES

RWAS Sales agreement / Sales TenderCONFIDENTIAL MINUTES

IT Support

expressed his concerns at the increasing amount of money spent for these services. Asks if Company Secretary can create a report of the spending on services.

If we decommission the old server there will be a considerable saving as we are on 3 servers at the moment, but eventually will be down to 1. We do need to go through exactly what are the services and decide whether they are needed or not. Company Secretary notes that we are in a transition process, and shares worries and views. It was requested that a more detailed narrative be prepared by the company detailing the additional services and hardware purchased for the last four years.

Registration Query

CONFIDENTIAL MINUTE

ESA Correspondence

The Chair asked the Company Secretary to brief trustees on this.

Company Secretary will circulate relevant correspondence to the

Trustees. It was agreed to send a card to congratulate
on her new appointment We are lucky to have her as a DNA working
group adviser.

Social Media and Internet Policy

The Chair has looked at social media policy and has noted that there is no mention in the policy for comments about staff. There should be an inclusion referring to the practice of criticising and berating the WPCS staff on social media. ABW has been named for her comments. CS noted of a polarity of comments from this member, she was so positive about the staff and then a polar opposite comment on another thread. The members must be made aware of their duty of care. It was suggested that the Office Manager look at the policy and offer a suitable wording when possible for Council to consider.

Confidentiality breaches

CONFIDENTIAL MINUTES

Enrolment of new Members & renewal of Memberships

120 recent membership applications were received. A few have become members because of the fee benefits of being a member. We make it clear to those enquiring that the benefits only last until the end of the year and that they will have to re-join. The CS noted that the response to this was encouraging.

It was proposed that the 120 new members be accepted.

Proposed by Seconded by

Dartmoor Pony Article

The President had forwarded an article from the Daily Telegraph.

noted that there used to be a scheme, but they had to be the hill ponies.

Company Secretary noted his conversation with of the abattoir who noted the low numbers of equines being slaughtered in the UK. At the recent New Forest pony's sale noted there was an increase in price, and all were sold. A large trade to Ireland is being seen this year.

Correspondence

Letter came in 27/10/2020. Company Secretary from to request Council's attention to a rule about separate judges for each section where shows offer silver medals that she disagrees with. This to be taken to the Judging and Showing committee first.

AOB.

has had queries about DNA records or forms which are 'missing' at the Office from previous years. With DNA kits sold from 2-3 years ago we can tell that a kit has been bought. We will gather as much information as possible as we review each case individually. If the Society takes the route of re-offering a free kit as it could be the Society's administrative fault, then we need to have a policy; the vet callout fees can range from £50 - £120. We are aware of a group of animals, where it could have been an office oversight or an Animal Health Trust administration problem. Records were not logged or processed. The Company Secretary advocated that the WPCS contribute towards the vet call out fee. We need to collect a library of these mares for future reference. In a noted that we need proof of previous vet visits for the mare. Company Secretary noted that if we can't find the paperwork and profile record for historical anomalies then the Society should contribute toward the cost. This would then make a difficult situation easier, and goodwill would be restored from the breeders' experience.

Company Secretary - noted that Council appreciate that this is an administrative problem from a few years ago.

- The setting up	o of a new association. Company
Secretary has no experiences of the	is and there are no guidelines in the
Office. It was suggested to look at	constitution and give this as
an example to	
No lovice are paid to the Cociety by	the Associations

No levies are paid to the Society by the Associations.

Prefix

A list of prefixes for approval was read to the Trustees.

(a subsequent round robin of Trustees voting allowed the use of this based on the fact that it can still be used by other breeders as a second name)

CS to ask for another choice as too similar to an existing prefix

Extensions

The Company Secretary shared that there have been requests from members with prefixes to extend their prefix to another member but only for one foal with people wanting to gift a prefix for a defined period. The Office has taken the stance that this is not possible. It is either an extension or not as it will lead to confusion and possible future problems. People are questioning about the costs to do these. In noted that it was positive that we still have new prefixes being purchased.

The Company Secretary was asked to share the details of scheduled Council and Committee meetings for the future with Trustees.

Meeting closed at 17.40pm by CTh

This report is prepared solely for the purpose of Council. It is private and confidential to members of Council. They must not be produced or disclosed to any other individual. The remarks made by any specific members of Council as reported in these Minutes are their personal views and not the views of the Society unless ratified by the Society.