

Special Board Meeting of the USIHC □ August 20, 2006, 7PM EST □□

Board Members in Attendance: Barb Riva, Judy □Strehler, Anne Elwell, Caryn Cantella, Betsy Covert, □Ed Hilgaertner, Bernie Willis, Andrea Barber, Sandie □Weaver □□

The USIHC board received six letters from parents and □concerned friends regarding issues surrounding the □recent FEIF Youth Cup and the leadership of the USIHC □Youth program. This board decided on holding this □special meeting to decide a plan of action for dealing □with these important issues.

□□□□Andrea opened the call by stating that the purpose of □this call is not to discuss the individual issues, but □instead to come up with an over all plan of action on □how to deal with the current situation and also how to □make improvements for the future.

□□Anne stated that she wanted to hear from Sandie □whether or not she would like to continue to be □Country Leader at future Youth Cups. Sandie said □that she was not thinking about the future right now □and just wanted to resolve the current situation. □Anne felt this was an important issue because Sandie □seemed to be the root of the problems at this event □and felt that although Sandie seems to be excellent □with youth, she did not seem to relate well to this □age group (teens). Bernie brought up that this was □not the first time that there were issues with Sandie □and the Youth Cup event. Anne agreed. Ed and Andrea □pointed out that this was the first year of formal □written complaints. All decided it was not about □placing blame, but about taking measures to make sure □future Youth Cups are positive experiences.

□□Sandie stated that she would like the opportunity to □respond to the complaints. Some on the board felt □this might be useful, while others believed it might □only inflame the current situation. She also stated □that she was not sure if she would want to go again – □that she was just staying in the present and trying to □deal with the current situation. □□

Anne moved that Sandie not be a Country Leader at the □FEIF Youth Cup in the future. Barb seconded. The □vote was as follows: □□

Yes – Judy, Anne, Barb, Bernie

□No – Ed, Caryn, Betsy, Andrea, Sandie □□

Ed pointed out that those that voted “No” did so not □because they felt certain that Sandie should be □allowed to be the Country Leader in the future, but □rather because they did not have enough information at □this time to make that determination.

□□Andrea then suggested that we follow Judy's □recommendation which she presented on the e-mail list □which was to require two Country Leaders in the □future. Anne said that other countries did fine with □one. Sandie stated that most every country sends two. □Judy brought up that Dan offered to help this year. □But Barb clarified that Dan offered (but was then □unable to make it) to be a Team Leader which is a very □different position than Country Leader and probably □would not have had much impact on the situations that □occurred at this year's event. But it was discussed □that sending a Team Leader in the future if possible □as well would be a plus. Most felt that two Country □Leaders would be good as one person could not be □everywhere at once. Betsy stated that the fact that □nobody could go if we did not have two would make □people come forward to do the job. The only negative □was that of expenses for two people to go.

□□Andrea moved that in the future we require two Country □Leaders for each Youth Cup. Betsy seconded. □□

The voting was as follows: □□

Yes – Andrea, Betsy, Caryn, Anne, Judy, Barb, Ed, □Sandie

□No – Bernie □□

Bernie explained that he voted no because if one of □the Country Leaders in the future is Sandie the youth □will work one leader against the other just like kids □do with parents that do not agree on things.

□□Judy, Barb, Bernie, and Anne were distressed that if □Sandie would be allowed to go in the future they could □not support the event as it was not a positive □experience. They also could not understand why she □would want to go again. Bernie, reminded everyone of □the negative experience his daughter had when she went □to the Youth Cup with Sandie. Judy, informed the □board that kids at the Flugnir Youth Camp were already □talking about how they would not want to attend the □event in the future. Caryn, Ed, Andrea, and Betsy □said that it wasn't that they were saying that Sandie □must go in the future, but that they just needed more □facts to understand the current situation and to then □try to find solutions to the problems that occurred. □□

Because of the personal connections many of the board □members have with those that were involved in the □Youth Cup problems it was decided that the board was □not suitable to be the finder of fact, or to analyze □the facts in this situation. Anne came up with an □idea to have an independent panel. The panel would be □made up of three individuals. One chosen by Sandie, □one chosen by the parents, and one chosen by those two □individuals. This panel would then analyze the □situation and report back to the board and those that □submitted letters. It was felt that this solution □would not only help deal with

the current situation, but it may also provide good suggestions for improvements for the future.

Andrea moved to go forward with Anne's suggestion of the panel of three. Ed seconded.

The vote was as follows:

Yes – Ed, Andrea, Anne, Caryn, Barb, Sandie, Judy, Betsy, Bernie It was then decided that Andrea would write a short letter to the parents and Goetz George updating them on the outcome of the meeting and informing them briefly of the new plan. Anne would then administrate the plan by contacting everyone with more detailed instructions. It was decided to give the parties two weeks to put the panel together.

Meeting ended at about 8:30 pm EST.