I stated that I did not 'contact the board to offer' or 'submit a proposal,' but rather was approached by a board member and asked if I would be willing to do the web site work. You'll note that the message here appears underneath the user identifier that shows this is the first communication I have ever had with this board member. There are no previous PMs, we were not friended – this message is clearly a first-time contact from someone who has no facebook connection to me.

In comparing notes with Robyn, and the comments that had been made to her at the time, we found that she had been told that there was a competing proposal from Janice. There was a pop-up in this paragraph with added detail – it is presented in its entirety below (I have moved that to the section "Jan 23" as the relevant evidence of what Robyn was told occurred on that date.)

1. I was approached by a board member and asked whether I was still willing to build a new site for the club, as I had indicated in a Facebook comment some weeks before.

    a. This request came just as the board was discussing whether to move forward on a remake using Robyn's Wix site; it appears to have been presented to the board as a "competing proposal" rather than as an outward-reaching inquiry that originated with a board member

Christina Chapman
6 mutual friends including Karla Davis and Heidi Sparks
Voice Architect at Nelnet
Lives in Denver, Colorado

JAN 3RD, 1:58PM

Hi!

I recall you had posted on Worldwide a while back that you were open to assisting the ABC redo their website on WrodPress---is that offer still on the table?

I'm just doing an informal inquiry at this point---I didn't want to throw your name out if you had a change of heart, lol.

Thank you either way!
Christina

I outlined the response that I provided to this inquiry, and precisely what I committed to. (I have included the bottom part of Christina's original message here, so that you can clearly see that (a) this was indeed my response and (b) you can see the time stamp, showing that I didn't notice this "other" message in my inbox for several days, reinforcing the fact that we had no prior ties or communication.

2. My response:
    a. I confirmed that I would, and outlined quite clearly what I would do (architect and construct a site, seeking opportunities to improve utility) and what I do not do (web design: appearance, content layout, etc.)
    b. I recommended the WordPress platform, and gave my reasons for doing so (manageability by a non-technical individual, capabilities, ubiquity [which indicates longer life and easier access to support resources]). I expressed my concerns about Wiz as a platform (single-source, more addon purchases required to achieve the same functionality)

> the ABC redo their website on WrodPress---is that offer still on the table?
>
> I'm just doing an informal inquiry at this point---I didn't want to throw your name out if you had a change of heart, lol.
>
> Thank you either way!
> Christina

JAN 6TH, 1:46PM

You accepted Christina's request.

> Hi - sorry to be so long in responding - "other" message in FB, just realized who you were and that I needed to see this 🙂
>
> I'd be more than happy to support this. What I can commit to:
> - taking the existing site and recreating in WP
> - pulling a copy of the existing site, reviewing for potential quick-improvements that take advantage of WP's basic functions
> - having a conversation about what things you want to see the site do - and if they are within my expertise, I am happy to do them.
>
> I am not a web designer but I am an IT professional with over 30 years in the field. I won't build you 'the best thing ever" - i will build you 'something that is logically structured and designed to be easy to manage, that uses the core features - which means anything I do, someone can find help articles on, so once it's done it doesn't rely on me and my knowledge to keep up or make changes later - anyone who can WP can do it.
>
> What I can't commit to: very short turnarounds times (60-hr/week job. I will dance as fast as I can, but 48-hour turnarounds should not be in anyone's vision), complex programming for the site, extended support past build (I'll still be happy to help - but my goal would be to make it hand-off-able, not to 'be the web person")
>
> If that is attractive - let's go!

I was advised that the meeting was 'coming up' and they'd get back to me within a few weeks.

If that is attractive – let's go!

JAN 8TH, 5:40PM

No problem, I wasn't even sure if you'd see it----LoL. 🙂 I appreciate the response!

I'll run it by the board, thank you! We have a meeting coming up soon. (I'm an IT nerd myself, but I don't code on the web design side of the world either.)

I believe there is a concern about WP requiring more of a skillset than something like Wix or Weebly, and my impression is the website has gotten so stale because of the skillset needed to update it today---well, and that is outdated/overly complicated code, too.

IMO it sounds like there is a trade-off on higher ongoing cost with a Wix/Weebly vs going the WP route---but there are pros/cons to each.

I'll just be excited to see a more usable website for the club...and rescue.

Again, I really appreciate the reply, and I'll let you know either way within a few weeks. 🙂

-Christina

JMHO but I find WP to be a much simpler platform, and the ability to type a post as an email, send it from a pre-approved email address, and have it post for you seems about the simplest thing around (though I do recommend someone go in and tag/categorize those just for organization's sake.).

That and the rich library of plugins for common functions (including newsletter sign-up - allowing an electronic newsletter compliant with CAN-SPAM) makes it pretty flexible for the level of simplicity.

Jan 22 [Day of Board Meeting]

Advised that they would want a new site with the following in time for Westminster (18 days):

√ "Main page with updated content"
√ Contact page
√ Breed information / history / standard / owning a Beauceron (content can be copies)
√ Judges Education
√ Rescue needs to be live with updated content ○ Note that "there is a Wix page that isn't live yet, where they built out some rescue stuff already, that maybe could be used for the rescue link, temporarily?"

With updated content provided "for those pages that needed revising."

JAN 22ND, 3:48PM

OK....the minimum per Marion (info via the current website beauce.org of course):

We will need the main page with updated content;
*Contact page; (Membership--Amelia should be listed as Secretary not Membership Secretary).
*Breed information/History/Standard/Owning a Beauceron (content can be copies);
*Judges Education;
*Rescue needs to be live (with updated content)

Note from Christina: There is a WIX page that isn't live yet, where they built out some rescue stuff already----that maybe could be used for the Rescue link, temporarily?

Note from Christina: There is a WIX page that isn't live yet, where they built out some rescue stuff already----that maybe could be used for the Rescue link, temporarily?

She also sent me this message:

"Di would be given site content in advance for the pages that need content revising.
Contact pages and breed info before anything else, then judges ed, then rescue.

I would think the themes would be of help in getting things done.
Judges ed can also be a source for pictures.

These are the pages interested parties would be accessing and are given information on. "

[Note: this screen shot appears out of order, as this part of the conversation actually came just before the list of page content. It's all a single conversation, as you can see by the time stamps, and was merely organized to separate 'what I was told' from 'what I committed to doing.' I have included enough of the surrounding to allow readers to see exactly where the conversations overlap]

I pointed out that such a project would normally be a several-month project, and begin with a more concrete outline, but advised that I'd be willing to take it on if WordPress turned out to be their platform choice.

> I can get more info, and we could talk, if that's easiest, too.

I think there is a multiphase plan needed here. 🙂 it would need to lok like:
phase 1 - stuff that has to be in place for westminster
phase 2 - stuff from current site to be migrated
phase 3 - new classes of content to add

in the middle of all that - some of this interacts, so one actually needs a site design before working forward with pretty much any of it.

that said - i could conceivably have a basic site up in time for westminster if:
a. there were a very SHORT and SPECIFIC list of things they wanted up for that
b. it were provided IMMEDIATELY - so it can be reviewed, questions answered, and a clear picture of what was needed could be provided in time to actually build some of it.

That said - I find that request laughably unreasonable. If presented to me in a professional context, I'd send the entire deal packing, confident that I'd rather they torture some high school kid than that i should have to deal with such a customer, who will surely only get less reasonable as the project goes on lol.

With all of that in mind - what it is it that they think they need to have in place for Westminster?

(that's me, being open to having the conversation but refusing to commit myself to a nightmare until I can determine if I can make it less nightmarish or at least doable 🙂)

We have a BoD meeting tonight and are supposed to be voting on the direction.
I let them know your questions, so I'll see what they respond with. Monkey in the middle is not my favorite game to play, so I apologize about how inefficient it makes communication, lol.

IMO, there is just a lot to be done, and I think we'll actually accomplish some things. However, it does take time---and this is one things where timing is painful because of the current issues.   Good times.

Thank you for the quick reply!

JAN 22ND, 3:48PM

OK....the minimum per Marion (info via the current website beauce.org of course):

If that were to occur, I committed to:

1. Having current content as specified above online for WM. (edits/changes up if feedback happens in a timely fashion.)
2. Creating a basic project design and outline that BoD can review, confirm/fine-tune - with a clear sequence of what happens in what order.
3. Joining the cub so that I have access to the member FB group
4. Post a high-level outline of the plan
5. Plan in some member feedback opportunities so that members feel they have a conduit to express opinion and have a voice in decisions.

These are the pages interested parties would be accessing and are given information on. "

I can make that happen by WM.

If BoD decides to go this direction:
1. I will commit to having current content as specified above online for WM. (edits/changes will be up if feedback happens in a timely fashion.)
2. I will commit to creating a basic project design and outline that BoD can review, confirm/fine-tune - with a clear sequence of what happens in what order.
3. I'll finally join the darn cub so that I have access to the member FB group to support the following steps:
4. I will post a high-level outline of the plan, which i will periodically update so that members can see the web site progress
5. I will plan in some member feedback opportunities (including some kept in the background to be ale to present as spontaneous/responsive) so that members feel they h ave a conduit to express opinion, or have a voice in decisions that - honestly - don't matter to me from a work standpoint but give them a chance to 'own' the process.

if you have questions during meeting tonight, text me for timely response 360-551-1043.

If we partner in this, I'll provide an email for Bod to send content, etc., and to provide them a direct line of communication - no more middle-monkey 😊

Thank you!!!! 😃
I communicated that to the BoD, via our FB group.

Board Member 1 advised me that they had "opted not to vote yet," but would look at doing so the next day (Wednesday, Jan 24).

JAN 23RD, 11:23AM

Oh, I'm sorry!! I had a food/dinner failure last night, and I got distracted, lol.

oops - low blood sugar is a legit ex
forget to eat and space all kinds of

So, we opted not to vote yet, will do so on Wed.

I think the change with Janice offering to help maintain it changes things, and it was right before the meeting.

In my original recap, I included this popup in the first section:

"Chance conversations lead Robyn and me to the discovery that the entire decision process around web platform appears to have involved some background politics and manipulation that we weren't aware of. Once we started comparing notes on the subject, we found that:

- Around the time Robyn was told the board would be voting on whether to move forward with expanding the sample Wix web site she had created, the Board Member had approached me to ask if I was still willing to build a WordPress site.

- This was apparently presented to the board as a "competing proposal" – as if I had come to the board with the proposal myself.

- The same individual who was supposedly championing this proposal also went to Robyn with this message: "if you tell me to, I'll vote for your proposal, but I really think you should consider working with Di on this."

We still don't understand what the purpose of this was – only that it created a situation where Robyn and I were unknowingly pitted against one another. Thankfully, we are both mature people who were able to look past that and establish a better working relationship than one could have expected to develop from that situation.

The following screen cap was sent to me by Robyn, demonstrating what *she was told at this time. Since it does not come from my own conversations, it has been trimmed to remove the identities (the two messages come from two different individuals). Having been told that there were two proposals to consider (bottom screen shot of the two below), the "last minute" proposal in the first screen shot can only have been the WordPress proposal – which, according to the messages above, Christina had been discussing with the board for nearly three weeks. It wasn't until more than three hours after this first message was sent (timestamp is on the message above, on the previous page) that I was even aware that Janice was a part of the conversation (making it impossible for me to have 'submitted a joint proposal" with her) – and you can see in the screen shot on the previous page that Janice was mentioned to me as a random person who had stepped up at the last minute and offered to "help" in some unspecified capacity.

JAN 23RD, 7:47AM

Verdict on the website?

Well, ready for this shit? Janice submitted a proposal LAST night.

Only a couple had time to look it over.

So we're delayed again?

So we decide on Wednesday to be fair.

Yes, but only two days.

OK, so the BoD is voting on the website stuff….wahoo! Right now, we are looking at the platforms, comparing Wix and WordPress.

The Board once again puts off the vote. Based on the comments provided to me, the board is busy debating about the people involved, rather than identifying which platform they feel best serves the club in the long run.

JAN 24TH, 12:32PM

OK, so only 4 people have been vocal so far...and we're 50/50 on our picks, lol.

Marion said this in a post (Robyn put a rescue site together on fee WIX):
I like the design and feel of the website Robyn put together. It's modern, fresh and pretty professional looking. If Di can put something like it together, I don't care if it's WP or Wix. If Di can put something together that looks like our current site, that would be a no-go for me. It's tired looking, something that needs to put out to pasture. As to abilities, knowledge and experience. Di is in IT, but not a web designer and I don't know what her coding skills are. Same goes for Janice's knowledge or qualifications. Since they stepped up to the plate, I'm making the assumption that they have the knowledge necessary to put something contemporary together.

Good. Sounds like they're thinking. That's awesome.

You can tell Marion that the last time I put together a site that looked like our current site, it was 1996, and for internal company reference only. 🙂

Can I get a link Robyn's rescue site? Not fishing - I want to get the info on the current rescues, so I can create the same info in WP, to let them have a direct side-by-side comparison.

Busy day tomorrow but i can have something basic on Friday that will give them enough to make a decision on.

Option 1: I can send you screen shots to post and share
Option 2: If I have email addresses, i can "invite" specific individuals to the test site (Statused as 'private" so that search engines wont pick it up and people can't get to it by accident - so the only way to see it is "by invitation")

I think it is excellent that they are thinking it through and making a thoughtful decision. Either one will work in the end. My reasoning for recommending WP over WIX:
1. I know i can show someone with *any tech skills how to do the basics of management
2. I know there are good, specific support and training resources out there that make it possible for someone to learn it, or learn more, without being dependent on me.
3. WP is ubiquitous - it powers such a high percentage of the web sites out there, that I know it isn't going away any time soon. This also means it is easier to find help, and techs who can help with hard things.
4. In addition to WordPress.com, there are *millions of web sites that use the WordPress software on their own. That means that if WP as a company shuts down, the platform is still active and still has support resources. (The software itself is Open Source and can continue to be developed and updated if the company goes away)

By comparison, WIX is a self-contained platform, and if the company goes away, your stuff is just lost, overnight. Doesn't seem likely to happen any time soon - but it means keeping a constant eye on the health of the company, or keeping really good backups. 🙂

12:30 Thursday morning

I sent a link to a mocked up site with rescue information that they could side-by-side, noting that it was very basic, but at least this would give them an idea.

JAN 25TH, 12:35AM

All right - obviously, there's a shitload of work to be done - and it's 12:30 and my alarm goes off at 5 Damn! But here - this should give folks something on which to base an opinion.
https://beauceronclub.wordpress.com/

American Beauceron Club

The ABC is the AKC Parent Club for the Beauceron and is the North American club recognized by the French "Club des Amis Du Beauceron...

beauceronclub.wordpress.com

(Rescue: The difference between appearing on the 'available' menu and the "adopted" menu is the marking/unmarking of a single check box.)

(and ofc ads go away with the paid version, and several other things become available but not worth paying for a proof-of-concept)

Thursday Afternoon

I receive the response – in the form of a test devised by a board member who clearly has not the slightest understanding of the difference between a web architect, a web designer, and a webmaster, as every element of the test is web design – which, of course, has nothing to do with the immediate need or the current conversation. That the board member feels this is an appropriate choice (both in terms of content and in terms of timeline) indicates strongly that they are likely not qualified to assess such an exam regardless.

I decline the test, pointing out that (a) I have already put in quite a bit of work just to help them understand those elements that ARE necessary to their current decision, and (b) they would do better to be focused on the business at hand, choosing a platform that will best meet the club's needs.

I further outlined a move-ahead strategy (which roughly corresponds to the timelines provided in the original project plan).

JAN 25TH, 12:26PM

OK...the response is apparently a test, haha. I'm not sure how the images will come thru via messenger, I can email them if needed.

"preference would be (at least for our main page) a horizontal menu setup so that people don't have to scroll at all to get to where they want to go (I know its a rough draft). I like the available rescue dogs setup. I'd like to give her the club logo, 3 pictures and see how she would integrate them on the home page."
"I want to see how she uses negative space, color and a sense of design vision."

AMERICAN BEAUCERON CLUB

[half a dozen images that were sent are not included here]

Or the logo and 2 of those pics, don't have to use all 3 if u don't want to.

1. Unfortunately, the quality of the logo file is of such quality that it cannot be used on a dark background - the spots that were missed in creating the transparent background show quite clearly.
2. I was up until after midnight (and had to be up for work at 5) in order to provide a proof-of-concept that would allow the board to decide whether they felt WIX or WP was the direction they'd like to go.
So
3. IF the board decides to go that way THEN I will be happy to work with them to help define what things they want on the site. For example, if they'd like a solely horizontal menu, then they will need to design a structure that can actually be done in that fashion. The menu categories as they exist now are an extrapolation from the content and information that I have - and may well change IF there is a conversation about site design. At present, one may note that the menu is already full - adding additional items causes it to wrap and become a multi-row menu, which causes drop-down functionality to interfere with menu accessibility. Putting EVERYTHING across the top would, in effect, make the menu unusable.
4. In addition to "assessing my skill set" one MIGHT wish to consider that far more flexibility is available with professional themes - which cost money, and which I am not interesting in investing in just so that the board can decide IF that's a direction they want to go.

5. This would be a terrific time for whomever asked that question to remember what the conversation is - which, at present, is "what tool/platform is the right direction for the club's web site?" Once the board has made that decision, they can determine what things they'd like "proven" to them about the capabilities of VOLUNTEERS who are offering to assist them - or whether it is in their best interests to hire a professional who can meet their exacting standards for building something that has not yet even been properly defined and specced.

🙂 And I realized that probably sounded cranky - it's really not. People run away with themselves sometimes - and while it is great to see someone thinking forward - asking me to do a shitload of work is - um, sorry, but RUDE - when they haven't yet even decided whether this is the direction they are going.

I have ALREADY done a shitload of work - on the premise that they are taking forever to get to a decision and if they want something in place for Westminster, then they are already several months late. Jumping through my ass to try to make that happen for them is on me - until the moment that someone who hasn't even decided WHETHER that's a site they are going to use starts insisting that I jump through my ass for them just so they can decide if they'd like me to then jump through my ass for them some more lol

At the moment, the decisions they need to make are about whether the base functionality/feel of the WIX site or the WP site is what they prefer, and which one they can effectively manage moving forward. Once they've decided that - honestly, my "ability to balance white space" &c is irrelevant. First - a lot of that is going to be based on the platform and theme they choose - and the limits will be different based on which tool they prefer.

Second - If they'd like a functional web site in two weeks on no notice - I have said very clearly I will build them that. They can clearly see from what's there so far whether it will be visually 'acceptable.' Considering the rather unreasonable timeline, they might want to think of that project in phases:
- [next two weeks] basic functionality
- [next 60 days] full site design and structure
- [30 days following] handoff / site management learning curve
- [after they have a site and understand how it works] decisions about how/if they want to make further cosmetic changes. (Note that this step happens after I hand off and doesn't involve me - so my skills as a web designer - the ones I was clear up front I do not claim to have - won't be a factor)

In the meantime, it will still (a) look worlds better and (b) be more functional than the current site, regardless of which platform they choose. 🙂

LoL, no I totally understand! And I don't disagree. I don't think she meant it in a bad way at all either, I think she was just curious what it would look like. I'll talk to her and explain.

I'm not sure if Janice had reached out to you, but I think she was the one who said she'd takeover. I had also offered, as while I'm not super skilled at the web stuff, I do some code for a living....trying to up my javascript and python currently, but code is code. And that's 2 people---although I still want to focus time on the bylaws and coe updates.

I honestly don't think the person doing the code has to be the final opinion as the designer either--- if the club wants something here or there, things can be moved and pictures can be swapped around. And really, any design will have some tweaks as we get feedback and usage.

For me, I prefer to have mocked up design documents before I build things, too---I spend more time on those than the builds, lol. The quick and dirty website is what it is, but a complete revamp needs to have a solid design & website structure doc that is approved as well. I think that will eliminate your build time as well, too.
We don't exactly have a "committee" for this one yet, and there needs to be someone in a lead role and a few people who can work on the requirements....Marion would agree with me, I think. but they want the Wix vs WP vote first, I guess---so I'll discuss that with her, too.

We do appreciate everything you've done so far, and others have said the same as well!

Thank you for understanding 😊 I am not being cranky - just firmly setting boundaries lol

If we can get them focused on choosing a platform - i think the rest of this works out. Certainly, if they choose WP - I'll deliver them a (simplified!) documented phase-plan about how to get from a to z, including some outlines for things that happen after me. But it does seem like there may be two conversations or two projects here:
1. Get the darn existing side replaced, and reach a spot where the site is meeting basic needs (like posting Journee results) right the heck NOW
2. Have a larger conversation about what they want from the site, what that entails, and define the long-term.

Once they have a platform decision, then maybe mapping out how both of those things happen will help put some fences on the conversation - and help keep everyone focused on the question/decisions they need for the **current** phase - at least, that's the way I usually see it happen 😊 Once they know "their thing" is on the calendar, it's easier for them to focus on today and wait for their calendar date to come up lol

😉 Once they know "their thing" is on the calendar, it's easier for them to focus on today and wait for their calendar date to come up lol

(That said - it's GREAT to see the interest and enthusiasm - there's clearly some commitment to get things moving in a good direction. Please DO share that statement! 🙂)

(and no matter where this goes - once it's done, I so owe you lunch for putting up with my constant Wall O' Text!)

And no, Janice hadn't reached out to me - but I wouldn't expect that at this stage. 🙂 If this is the direction they decide to go, maybe once there is enough "site" there to look at, the three of us could do a videoconference and walk through the admin side of it - a little tour...

Hey, I just feel good that I'm not the only one who writes novels, haha.

I sent back a summary of what you said and noted we just need to vote on the platform...then that the website could start moving forward.

did you make it sound nicer, I hope? lol I really dont want anyone to feel yelled at - just, maybe... corralled a little rofl

I think so, lol.

I'm always really blunt, so I never mind it myself.

(If you have another website you've done, she could include that link as well.)

All good. It isn't about me - it's about the tools. 🙂 if you need one you can always hit my personal site, dianabrown.net. But for this, I'd focus on the platforms. Things like "being able To Email a post/update" matter more than who does the leg work.

The important thing here is that no matter what direction they choose, it will be a step up from where you're at, and a chance to show the members that the club is headed in newer and more responsive directions. 🙂

JAN 26TH, 11:14AM

OK, so an update bc I'm about to be on the road for several hours....

We're voting on the platform now.

People seem attached to Wix, but I (personally) think a lot of it is because of the person who submitted the proposal, as well--which is understandable. I like her a lot, too.
But I noted that I think it would be great for her to be involved with the requirements/design/creative of the site, even if we go with WP---and that the platform didn't mean we were picking one vision over another.

I think that may have finally allowed things to click that the platform doesn't mean the website committee doesn't have input on what it is....and people seem open to WP now.

Voting closes tomorrow, unless we get in everyone before then. So I'll keep you updated.

Thank you again for everything the last few weeks! 🙂

Thanks for the update. That was a great insight - sounds like they needed to focus on the club's need rather than assumptions and personalities. Volunteer groups like this can be hard to focus that way, sp give yourself some credit for being able to break the conversation apart and help them get focused on the *business at hand. 🙂

Safe trip!

Jan 28 [THREE DAYS LATER, 10 Days to Westminster]

I am advised that the board has selected WordPress, and we will be moving forward. This is a one-line message with a promise of details later.

JAN 28TH, 12:31PM

So I'll send you something better when I get home, but the BoD voted for WP. 😊

That's awesome - i think they will be happy with that decision.

I'll look for details when you have time, and meantime will try to work forward from the earlier info to start getting 'the stuff they think is most important' done first.

Jan 29 [9 Days to Westminster]

Robyn and I connect. We are informed that the current web site's hosting agreement ends on February 4 – which means rather than 9 days, we now have 6 days to get a new site up and all transitions complete.

Having provided confirmation that my membership application has been mailed, the board grants an exception to allow me into the members Facebook group so that I can communicate with members around this project.

JAN 29TH, 10:39AM

OK, I'm trying to catch up and pass things along.

Marion asked me some questions, below...what are your thoughts?

"So, our hosting account is auto renewing on Feb 4. They, of course, are offering WP hosting and email accounts are included (We currently appear to have 62 email accounts with them).
Christina, can you check out www.inmotionhosting.com and let us know what hosting plan best would fit our current and future needs."

Feb 2 [2 Days to Hosting Expiration]

Robyn focuses energy on the coordination with the hosting service while I work on physical content and site build. In just over 72 hours [all work days for both of us], we have a new site up and online with:

- √ All existing content from the old site including historical Journee results
- √ A full-featured event calendar (later upgraded to include event management – reservations, attendee lists, etc.)
- √ A live 'upcoming events' list
- √ Up-to-date rescue information
- √ Contact forms
- √ Constitution and bylaws
- √ Links to our CafePress store
- √ All of the breed info and related links from our old site
- √ Live links to ABCs Facebook and Instagram pages
- √ Statistical tracking to tell us who is coming to the site, how they are getting there, and what pages they visit

No new content or guidance was received for judges ed, so we linked existing content that looked related, in order to provide some manner of Judges Ed info for launch.

We also turn in a four-page project outline to the Board for review.

The project plan and week one update that verifies this info are available in the member facebook group.

February 5 [Friday before Westminster]

Project outline, now approved by the board, was posted to the Facebook groups (both the committee and the members groups).

A member noted that the breeder list had not yet been recreated. This was not part of our prior-to-Westminster tasking, so was expected and not due; however, due to member interest in the topic, the board asked us to put it up immediately. We drop everything and do so. Two board members comment positively.

This information can be verified by the posts in the member facebook group.

The **entire** instruction we were provided on adding the breeder listing back to the site "ASAP."

For some context:
Based on membership feedback, Marion requested I contact the website committee to address this.

The short term plan is to review the previous list of breeders (and remove anyone who is not a current member) and get the page added back ASAP.

What should be on that breeder page:
-A statement on that page that the club does not recommend one breeder over another and buyers should do due diligence when selecting a breeder.
-We can put the breeders up with contact information.

--Christina

Quoting Robyn Marshall <webmaster@beauce.org>:

Among the feedback from members regarding the new web site, one repeated them has been adding back the breeder listings. The info on the old web site was very out of date, which means in order to do this, we'd need a list of current club members who are actively breeding. Ideally, we'd also like to clearly indicate CoE breeders. As the Board works to review and update the CoE, we recognize that "CoE" status may be a matter of discussion. With that in mind, we felt the entire topic of "including breeder listings on the web site" might be a touch sensitive, and wanted to seek a little guidance from the board on how to best proceed, so that we're not at odds with the CoE Review work currently being done. That being said... it seems we're getting some push from the community so I compiled some ideas given to us: 1. Only listing litters (that adhere to the CoE). 2. Only listing breeders who have adhered to the CoE in their latest pairings. 3. Listing all breeders within the club regardless of the adherence to the CoE.

We are happy to open a line of discussion with some board members as to what we can code into the website (submission forms, etc).

Thanks!

Robyn

Website Committee Chair

One sends us a private e-mail, bypassing our liaison and not cc'ing the rest of the board, chewing our butts like errant eight-year-olds for something she did not like about the way the listings were created.

Marion Karhatsu <president@beauce.org>   Feb 6

to region1, Viceprez, treasurer, region3, Region4, me, American

Just to reiterate, as the current website (breeder listing) content doesn't reflect what has been said:

Breeders (name & kennel) are listed by name and contact info - ONLY. As was on the old site. This is not to evolve into ads (as the mock up and the request for ad content I have seen noted on the FB group). The club has not run ads on the website, ads are a policy and policy is set by the board. An ad policy for the website is not on the immediate horizon for the board.

Getting input is one thing, converting comments to policy without review is another. The website is the public face of the club and what goes on it (or not) needs review before implementation. I don't know where the "free ads for all" disguised as a breeder referral list is coming from, but it did not come as an approved practice or layout from the board. This needs walking back.
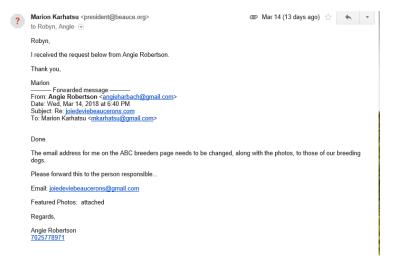
Thank you,

Marion

Note that this comes from the board email account – a formal reprimand from the president of the club. "Getting input is one thing, converting comments to policy without review is another. The website is the public face of the club and what goes on it (or not) needs review before implementation. I don't know where the "free ads for all" disguised as a breeder referral list is coming from, but it did not come as an approved practice or layout from the board. This needs walking back."

Apparently, that rule only applies when we are given the last-minute task to add something that wasn't even on our to-do list, with no guidance whatsoever about how it should be added. It wasn't long after this that this same board member began sending content for the web site, with instruction to remove existing content that was slated to be reviewed by the committee – and the explanation changed to "I am in charge of Judges Ed so I am in charge of the content." I'm still unclear as to which occasions "what goes on [the web site] must be reviewed" and which occasions its OK for someone to direct the web site committee to ignore the board-approved plan and add or remove content "because they're in charge of it." Interestingly, if committee membership defines the ability to do that – it is worth noting that no member of the CoE committee (who, presumably would be "in charge of" breeder listings) commented either way about the breeder listings, as far as I am aware, nor were they copied on the message above.

The conversation on breeder listings continued – the entire mail chain will be included with this update. At the time of my departure from the project (nearly a month later), the team still had not received a template or specific guidance form the board regarding how they *would* like the listing to look, other than Marion's comment about making them "boring." But we *did* receive this….

Marion Karhatsu <president@beauce.org>   Mar 14 (13 days ago)
to Robyn, Angie

Robyn,

I received the request below from Angie Robertson.

Thank you,

Marion
---------- Forwarded message ----------
From: **Angie Robertson** <angieharbach@gmail.com>
Date: Wed, Mar 14, 2018 at 6:40 PM
Subject: Re: joiedeviebeaucerons.com
To: Marion Karhatsu <mkarhatsu@gmail.com>

Done.

The email address for me on the ABC breeders page needs to be changed, along with the photos, to those of our breeding dogs.

Please forward this to the person responsible...

Email: joiedeviebeaucerons@gmail.com

Featured Photos: attached

Regards,

Angie Robertson
7025778971

This board member has, since that time, made a continual habit of bypassing the club's established communication paths in order to issue unilateral edicts regarding the web site, without consulting the board or the membership, including one instruction which was so counter to the interests of the organization that it has been referred separately to the board for review.

Forwarded message
From: Marion Karhatsu <judgesed@beauce.org>
To: webmaster@beauce.org
Cc:
Bcc:
Date: Sat, 3 Feb 2018 13:12:41 -0600
Subject: website updates for Judges Ed
Hi all,

couple things: under upcoming events, please add that ringside mentoring will be available at Westminster and to contact judgesed@beauce.org for information.

Also, I would prefer that judges ed info (on the subpage) is not a slide show. It is too slow for someone looking for information.

For information posted - remove what is there (and send me a copy of it).

All information should be posted in a downloadable format (PDF links)

I will get documents to you tomorrow.

Marion

From: "Marion Karhatsu" <mkarhatsu@gmail.com>
Date: Feb 12, 2018 8:26 PM
Subject: Re: For JE
To: "Robyn Marshall" <webmaster@beauce.org>
Cc:

Hi Robyn,

It is the current AKC standard, just in the form of a downloadable handout. I have attached the shorter ones as Word documents, but the presentation I don't think you want as anything else but a downloadable PDF. It's about 50 pages long.... so let me know on that. There is one more document on the temperament and temperament test.

On Mon, Feb 12, 2018 at 5:32 PM, Robyn Marshall <webmaster@beauce.org> wrote:
> I'll be happy to add these documents to the Judges Education category. Can you confirm that the breed standard you have sent is the current AKC standard - just so I don't have to compare both documents to AKC in order to confirm which one is official? Also, we will need these documents in an editable version so we can post it as well as make it available for download. Copy and pasting out of a pdf leaves us with a lot of formatting work ahead of us.
>
> Regards,
> Robyn
> Website Committee Chair
>
> On Mon, Feb 12, 2018 at 4:15 PM, Marion Karhatsu <mkarhatsu@gmail.com> wrote:
>> Di/Robyn,
>>
>> Please put up the attached documents and remove the ones currently listed. Also, please forward to me a copy of the documents that will be removed so the committee can review everything and archive them.
>>
>> Thank you!
>>
>> Marion

6 Attachments

From: **Marion Karhatsu** <president@beauce.org>
Date: Mon, Feb 12, 2018 at 8:31 PM
Subject: Re: Procedure Clarifications
To: Robyn Marshall <webmaster@beauce.org>
Cc: abcbod@beauce.org

Website Committee,

the board will give the website committee precise directions on content for the site. I will be taking up the issue this Friday and hopefully we will be able to provide you with clear direction on content and content management.

Thank you.

Marion

On Mon, Feb 12, 2018 at 5:43 PM, Robyn Marshall <webmaster@beauce.org> wrote:

> Dear BoD,
>
> As we work forward to finalize our committee members and get moving on the task of reviewing and updating content and establishing design/functionality goals for the web site, we find that we are in need of finite guidance from the board.
>
> Our understanding of our instructions for website is that content decisions are to be made by applicable committees or, in some cases, by the board itself as matters of club business. Further, our understanding (based on the structure of our club and committees) clarifies that existing committees/committee chairs should be able to give us instructions regarding **their** content area (for example, when the CoE committee completes their work, we presume they should be able to instruct us regarding replacing CoE content on the web site).
>
> We understand that content is in dire need of updating - that was, after all, one of the things that prompted this project. We have scrambled to make changes quickly when the board has requested it, and to correct minor issues such as incorrectly-categorized data whenever it is brought to our attention.
>
> However, in addition to this, we continue to receive private messages with instructions to remove or alter content. Such messages, which exclude the board and our committee liaison, have lead us to request clarification from the board. Do we correctly understand our procedures, or are instructions from individual members/board members also to be followed as if they come from the board in its entirety?
>
> With great power comes great responsibility for the website committee and we don't want to make any missteps in these regards.
>
> Regards,
> Website Committee

Region4 <region4@beauce.org>   Feb 13 ☆ ↩ ▾

to Robyn, me, Marion ▾

Marion is the chair of the Judge's Ed, and I believe her email and documents are intended for that set of pages.
There is standard information under the more general "about the breed" stuff as well.

**Marion, did you want anything changed for the AKC standard posted in the non-JE areas?

-Christina

-------- Original message --------
From: Robyn Marshall <webmaster@beauce.org>
Date: 2/13/18 07:15 (GMT-07:00)
To: American Beauceron Club <beauceorg@gmail.com>, Marion Karhatsu <president@beauce.org>
Cc: Region4 <region4@beauce.org>
Subject: Re: Re: For JE

Hey, a quick question from Di in the message below. Were there changes to the breed standard? Just trying to make sure we
don't have to redo work unless necessary.

Thanks,
Robyn
Website Committee Chair

On Feb 12, 2018 11:58 PM, "American Beauceron Club" <beauceorg@gmail.com> wrote:
    Thanks Robyn,

    I am a little confused about the breed standard, as it is already posted, both as a page and as a downloadable PDF (in
    fact, the club has two versions, one of which is an illustrated standard).   Was there a problem with the files that are
    already there?

    Di

Marion Karhatsu <judgesed@beauce.org>   Mar 5 ☆   ↰   ▾

to Robyn ▾

The PowerPoint needs to be placed within judges education as a primary post (like the articles) and not at the end of the breed standard.

Thanks,

Marion
Judges Education Committee Chair

> On Feb 27, 2018 3:48 PM, "Robyn Marshall" <webmaster@beauce.org> wrote:
> Marion,
>
> Since the presentation is a representation of the breed standard, it is available as a download from the breed standard page, and has been since the day you provided it to us.
>
> Thanks so much for providing the original presentation file - we'll get those minor display elements matched up and replace the existing file within the next 48 hours.
>
> Thank you for your continued engagement in the website content.
>
> -Robyn
> Website Committee Chair
>
> On Tue, Feb 27, 2018 at 1:37 PM, Marion Karhatsu <judgesed@beauce.org> wrote:
>> Hi Robyn,
>>
>> I noticed that the presentation is not yet up on the website (as a download option or otherwise). I have attached it here again as a PDF.
>>
>> Also attached is the powerpoint presentation.
>>
>> The author on the "judging white" article was me.
>>
>> Lastly, please remove all "comment" options from the JE articles.
>>
>> Thank you!
>>
>> Marion

The "Judging White" comment is the answer to question #1 of 4 sent on 2/14

The PowerPoint is in response to question #2 of 4 sent on 2/14, asking for the original document rather than a PDF, so we could correct some formatting issues.

After several weeks of her continuing stream of denigrating and disrespectful communications, Robyn expressed her concerns about this to our board liaison, who essentially replied by blaming us for that behavior, telling us that she was sure it would be resolved "when we had a plan" (this statement was made more than two weeks after the board approved the four-page plan. Robyn responded by putting up the full project plan and Gantt chart where the entire membership could access it).

The issue here, according to our board representative, isn't that a Board Member is repeatedly bypassing all of the established processes and communication conduits to give unilateral directives regarding the members' web site. Rather, the problem here is that Robyn and I want to work "our way" and it will all be better when the board just has some idea of what to expect from us and when (because apparently the four-page plan that they approved is not enough of a "general outline").

> Agreed. We will ride this out. I just know Marion is feeling overwhelmed and everything rolls downhill.

> That doesn't excuse how she's been handling the website.

> But I'm sorry she's in over her head.

> We'll hopefully get a handle with it soon, but this is the core of why I'd asked about the requirements/design stuff----it's easy to lose things in translation with quick emails or comments (especially when everyone is busy), and that will just continue to inadvertently cause frustration for all parties.
>
> I think we will eliminate a bunch of confusion/questions "when" we get to the point where we have a plan for the general outline and content requirements with these next phases. The timeline was the driving priority of phase 1 and it simply made that level of discussion/planning impossible. We will have a little bit more breathing room for the upcoming "new" website phases, and we should take advantage of that.
>
> There's just, IMO, uneccessary churn happening as a result from the first phase---and we'll fix it, for everyone's sanity, lol. I honestly believe it will give you guys more freedom and space to work your way (aka not getting the random changes/questions/pushback from the BOD) and give the BOD a more solid feeling to have that outline there---you know?
>
> (But I'm also a planner, haha. I just don't like too much structure---but a solid base tends to help all sides. I'm pretty sure we all have a severe dislike for micromanagement---and I know that's not the BOD's desire at all.) - Christina in PM

The info presented above clearly shows that:

- The original commitment was that any needed new content (of the info specified to be on the 'new site' immediately would be provided prior to Westminster. (message displayed from Jan 22 above) None was received.
- Conversation via the committee chair (indicated in the detailed project plan and in the board-approved initial plan) was that all content would be reviewed as part of the committee process.

Therefore, *any* changes to content would represent a departure from the approved plan. Messages were sent from varying email accounts (board, committee, personal), bypassing the board and the liaison, in order to direct us to ignore the board approved plan and remove/add/replace content.

One might argue that perhaps there was time-sensitivity in posting this information. One might also note that two weeks later, this individual wrote to ask 'when' one of those items would be posted (it had been on the site for 13 days), but still did not answer the questions that would have allowed the remaining materials to be finalized and posted. At the time of my departure those questions still had not been answered and the "so urgent that we must bypass every person and every plan" material was apparently not missed.

Similarly, the information regarding breeders was such a high priority – that at the time of my departure there had still been no response to the message from 14 Feb asking about all of the entries in the member directory which had kennels listed, but did not have a breeder listing on the site. In the end, Robyn and I decided to let that one go, knowing that if those kennels were still active, eventually the breeders themselves could let us know that. At the time of my departure, there had also been no acknowledgement of this message:

ABC Webmaster <webmaster@beauce.org>   Mar 3 ☆ ↩ ▾

to abcbod, bcc: me ▾

Hello!

Our committee has built a proposal for handling content for the website. Please review when possible. As of right now, we'll move forward with this plan and can adjust according to board guidance.

Regards,
Robyn
Website Committee Chair

W ABC-Web-Site-C…

After Week One

We approached the Ways and Means committee to talk about options for making some of our sales activities work more smoothly. There are options within our site and outside of it that might bring them some gains. We found both the committee chairs and our treasurer more than ready to discuss how we can make life easier. They're presently trying to get a handle on existing inventory, and once they get through that morass, we'll be working with them to see how we can leverage the web site or other resources to make their lives easier, and to make our merchandise more trackable and reportable.

Susan

I think it has been unorganized for so long that folks just thought of it as normal. Fixing it for now and going forward is going to be a great asset

i have to agree - it's great that you two are making the time to sort it out. let me do a little research - i have an idea, but i want to make sure it is as cool as i think it is 😊 back with you within one week - and I think i have a way to make this easy both now and moving forward...

Welsh

Susan, do you think we should create a post in the club group to ask who all still has merchandise in their possession? and message one of us with the details

so.. hmm.. something like this? (the back end functions for inventory and pricing and such are there but this is the part i can show you without doing too much stuff to the site 😊 payment options are NOT configured but you can go all the way thru to viewing your cart...

http://beauce.org/shop/

Welsh

That looks good to me, very simple and easy, and I like the visual of how much stock is available, from a marketing stand point I find that helps encourage the buyer if stock is low.

I will not know if it shows all the time other just below a certain threshold - this was a quick check.. 😊 but it has basic inventory and reporting, PayPal and Amazon pay as well as the ability to take cash/check (several options for how that could be used to manage on site sales) and centralized record keeping with distributed use.. Seems like a start..

We've chatted with Karen about event management needs, and as a result we upgraded our site function from a basic event calendar to a basic event management system that allows for reservations/bookings, attendee lists, etc. We'll be working forward with her to understand how that can help support some of ABC's event planning.

> Not sure what all else might be useful, but I wanted to throw that out there in case there are things we can be doing with the website that will help your team move forward smoothly. If you have needs or questions about how we can leverage the web site to ease the workload, please let me or Robyn know!

> That would defiantely be helpful.
> Maybe even do registratuons for the morphology/temperment and banquet? The Pyrenean Shepherd Club of Amercia did that last year and it was great!
>
> We are having an in person meeting at Westminster with the other clubs we are coordinating with and I'll get back to you next week with more info.

> Terrific!

> I'd need to understand a little bit more about the overall 'flow' of registrations - what stuff happens - to ensure we can do what you need, or identify if it gets into the territory of more elaborate event management software - but it seems like we ought to be able to do some things to make that easier. I'll look forward to hearing back from you once the furor of Westminster settles down a bit 😊
> 👍 1

FEB 14TH 8:41PM

We've built functions into the site that could essentially replace our membership application, renewal, and directory functions with a nearly-zero-maintenance solution. Amelia rescheduled with us several times and never did have the opportunity to review; we know now she had other priorities, and this is, perhaps, understandable. When we were advised that she had resigned, we forwarded written overview of those functions to the board, in the hope that those functions could help ease the stress of being without a secretary. As of this writing, that information has been in the board's hands for 72 hours; they have not yet chosen to acknowledge having received it.

Since this functionality has not yet been released, I'd need admin access to the site to take images to show it here. However, the web site committee, at their first meeting, reviewed this functionality via a webmeeting. That meeting was recorded, and a walkthrough of this functionality can be found in that recording, which is posted in the web site committee's facebook group. Amelia has acknowledged in Facebook comments the challenges she faced in scheduling a review, and confirmed that, as this came immediately before her resignation from the board, she was indeed just unable to coordinate the time. I don't know whether Robyn has received any response from the board on the subject since my departure.

We can't say enough about the cooperation and support we have received from Kara in regard to both rescue functionality (I have to mention that she dropped everything to try out the new process for posting rescues, even though she was sick), and in responding to questions and concerns around potential newsletter impact/issues.

Kara posted to the member group at the time, and her comments, along with mine and Robyn's, will verify this.

<div style="background-color:#2e5496; color:white; text-align:center; font-weight:bold; padding:4px;">In Summary</div>

I have had a wonderful time building a site with Robyn, and I am convinced that, if permitted to do so, she and the committee will build a fantastic resource.

My experience with the 'new, better' Board has been variable, at best. Half have never had occasion to interact with me, and of the remainder, the experience has ranged from "fantastic" (Kara), to "indeterminate" (Amelia, who was within days of resigning) to "negative". In that process I have referred one legal matter (not concerning a board member, which has not been acknowledged) and one ethical matter with legal implications to the board.

My overall impression is that you have some nice folks on the board, who are probably a bit 'too nice' – and are still being steamrolled by a few self-interested voices who, absent any voices willing to represent the interests of the members by opposing them, are doing whatever they please with little regard for the members, the club, or basic civility.