

My name is Jo Clough, a lifelong resident of Wisconsin. Dan and I live on a scenic 16 acre farm situated in the beautiful rolling hills of Black Earth. Together, we have three grown children, four grandchildren, four Friesian horses, a Tsjalle 454 Sport Elite foal due in 2022, a mini donkey, and our sidekick, Forrest, a golden retriever. We enjoy the country lifestyle and have a deep appreciation for horses, especially Friesians.

Dan and I have owned Friesians since 2001 and have operated Black Earth Friesians LLC since 2009. Our focus and commitment is to breed high quality KFPS registered Friesian horses that possess a kind and gentle temperament, which are willing to work, and that are healthy, thriving, and athletic. We both enjoy our interactions with the Friesian community, the friendships we made, and the ongoing learning opportunities it affords.

With respect to my volunteer work with Friesians I am on my eighth year as a Great Lakes Friesian Horse Association (GLFHA) officer, four years as secretary and I am in my fourth year as president. GLFHA is an active club that sponsors annual Inspections, participates in one of the largest three day horse shows in the U.S., the Midwest Horse Fair, and that supports Friesian activities for the public such as Black Pearl's Friesian Fun Days and training opportunities by Wisconsin Large Animal Emergency Response (WLAER). I am pleased to say a number of our GLFHA members readily volunteer to serve on FHANA committees and sponsor FHANA functions.

I have had the distinct pleasure to serve on a number of FHANA committees and subcommittees and participate in other association activities:

- In 2016 I joined the FHANA Chapter Committee reviewing applications, bylaws, and renewals and worked on their award subcommittees.
- In 2017 I became a member of the FMC. In 2018 I assumed the role as one of its administrators, a role I perform today.
- In 2018 I joined the Inspection Committee and in 2021 I became chair.
- In 2019 to 2020 I volunteered on the Marketing Committee.
- At the 2020 AGM I participated in a group discussion to develop our Strategic Plan.
- This year I chaired a FHANA Grievance Subcommittee. In addition, in support of the Membership Committee, I am one of seven FHANA mentors who perform monthly outreach calls to new members to extend a warm welcome and offer needed supports.
- I have submitted articles to the FHANA magazine including preparing a foal for an Inspection and human interest stories on the memorable Anton 343, Black Pearl Friesians and Thorben 466 Sport Elite, Make a Wish - a dream come true, GLFHA chapter highlights, and contributed to an article on caring for your Friesians in winter.
- I participated in a variety of activities that provide a foundation for guiding members on available opportunities including resources and networking in the Friesian community, FHANA AGMs, ABFP testing, North American Inspections, and KFPS Stallion Shows.

My education and career background is in healthcare, I graduated from UW Madison with a degree in physical therapy. In 2016 I retired after working 38 years for the Department of Veterans Affairs. During my tenure, I managed a robust Rehabilitation Medicine Service and was later promoted to Health Systems Specialist (HSS) to the hospital's Chief of Staff. In 2021 I returned to work at the VA as a HSS in support of hospital operations during the ever challenging Covid pandemic. I am truly fortunate to serve our nation's deserving Veterans and our heroic healthcare workers stressed and overworked by the pandemic.

In my healthcare role, I functioned as a practicing PT, manager, an informatics consultant for providers, analyzed data for VA healthcare initiatives, developed contracts for clinical services, analyzed operations for quality and patient safety, and ensured compliance with regulatory

agencies. In addition to my VA role, I provided classroom and clinical educational supports to the UW Physical Therapy Program and served on the Madison College Advisory Board for medically related technical programs.

My FHANA committee activities coupled with my work experience in healthcare provides me with a foundation to readily contribute to addressing FHANA's strategic plan and operations. I believe my work ethic and willingness to partner with diverse stakeholders will assist in that effort while addressing challenges along this journey. To that end, I would suggest a couple of improvement opportunities in-line with our strategic plan that could be considered for implementation including but not limited to:

Our FHANA committees are working hard to achieve assigned strategic goals. To help members understand our progress in achieving these goals, develop a consolidated, one page scorecard to track overall progress. Post the scorecard on the FHANA website twice per year and review progress made at the AGM. This would be a great marketing tool.

In-line with FHANA's research goal (1.2 Leader in genetic research and equine wellness) and the revised KFPS breeding goals: #1 Health, #2 Character, #3 Exterior, and # 4 Sport, identify opportunities and resources for FHANA to invest in genetic research and outreach. To that end, consider implementing a FHANA Research and Health Committee to assist in guiding investment decisions, identifying areas of need, and advising the Board on their recommendations and of resources needed. This committee could readily work in partnership with others to minimize duplication of effort and ensure the appropriate utilization of finite funding and resources.

Refocus our time, effort, and resources on the Friesian Horse – our most important mission. Too much effort and time has been expended on member and/or board conflicts and grievances. Let's reclaim this time and redirect our efforts. FHANA could develop a plan with stakeholders to foster civility, mutual respect, set boundaries for the utilization of social media, and establish consequences. This initiative could be undertaken in partnership with the FMC, an invaluable resource for member input.

Given the volume of grievances filed within the organization, implement the grievance policy that ensures timely notifications throughout the process; that specifically communicates the nature of the grievance to the individual identified; that provides feedback on the resolution; and which minimizes frivolous claims. This needs to be done in tandem with efforts to promote a respectful, inclusive, and civil culture.

Given FHANA is fueled by the efforts of volunteers, recognize their contributions by expanding the annual volunteer award to regional awards. List the volunteers by name each year on the FHANA website, in the magazine, and post it at the AGM. This effort will acknowledge their value and promote retention and satisfaction.

In closing, I commit to supporting the mission, vision, and strategic plan of FHANA, in sharing our collective knowledge and experiences and fostering inclusion, transparency, civility, accountability, and a sense of community. These actions will strengthen and grow our organization and ultimately, facilitate the promotion and preservation of the Friesian Horse in North America. Thank you for your considering me for the FHANA Board of Directors.

Respectfully submitted,

Jo Clough