

- Please describe your credentials which would help you to be an effective FHANA board member. Explain how these credentials have aided your past participation in FHANA and its related organizations (committees and chapters) and events.

A: Over the past several years, I've been a recognized FHANA Chapter president, served on and chaired the Inspection Committee for several years, Chair of the FMC and for the past 3 years I have been on the FHANA Board. The past two years, I've been the Vice President of the organization and I have been assisting in conflict resolution as well as visited many farms around the nation. I've attended several Inspections throughout the nation as well as interfaced with the inspection jury in all three circuits in 2019. This experience has taught me that we have some really wonderful people within this organization, and they have the desire to support the needs of the organization.

- Describe three initiatives you would like to see FHANA accomplish during your term? Describe how you would recommend they be accomplished?

a: Communication: I believe we as an organization need to change the way we communicate with our members. This organization has many members that are willing to assist and get involved. Reach out to all of our members via phone call or individually and personal email and check in with them. I've always said that we need to reach out to our members, solicit their opinions and ask them how they want to get involved. By looking at our membership "map" we know where the lighter populated areas are regarding representation. Reach out to the members that are in these areas and ask them to get involved.

b: Reaching out to our members: I believe by being more cognizant and sensitive to the needs of the members, information flow from the management to the members plays a significant part of relationship between management and the membership. I feel that the FMC can significantly facilitate the information flow and bring this organization closer together. When people/members are embraced, they will engage. I feel this organization has a significant amount of room to grow.

c: Improve the Relationship with the KFPS. The KFPS has adopted their rules and their By-laws which should be a model and guidelines for FHANA to follow as it pertains to the structure and foundation of our organization. It's difficult for us to adhere to all of the rules as they pertain to the KFPS within the Netherlands because the geographics and demographics are a bit different. I believe that with closer communication and more formal communication structure is in order between FHANA and the KFPS. Again, I refer to the communication between the management, the organization members and the KFPS is relative to the success of this organization.

- What current membership benefits do you feel need to be improved, and what could be added to make FHANA more attractive to past members, existing members, or new members?

A: The membership benefits continue to evolve based on technology and resources. I believe the pace and direction that the benefits that are being offered is current with other organizations similar to FHANA.

- In your opinion, what are the most important issues facing FHANA going forward, and how would you address these issues as a Board member?

A: Conflict and communication are in my opinion the most important issues facing FHANA. I've addressed communication previously.

Participating as a member of a board of directors of a voluntary organization is an important way we can be active in a democracy while sharing an interest in our passion of the Friesian Horse. Being on the board offers an intimate experience for participating in what we believe in. Being a board member calls upon our intellect, our deepest beliefs and our skills. Strengthening an organization, preserving the breed, promoting the Friesian Horse, and helping the membership by enhancing their passion and love for what we believe in, is all important work. It depends on discussion, debate and ultimately collective actions. Wherever people with strong convictions work together to make a difference, there will be conflict. Individual voices have to give way to the voice of the group, not just one. Conflict is competition between and among individuals. It can be constructive and stimulating. It promotes change and adaptation. Conflict has the ability to promote awareness of yourself and others.

Conflict can be destructive too. And it can be damaging to individuals and relationships that can often cause others to stray from the cause and create damage to the organization, structure as well as consume energy from necessary activities and mission goals. Individual(s), that can not relate to this structure or concept will require assistance in understanding the continuity, unity and traits of being a leader or a Board Member.