

**Board of Directors Meeting Minutes  
January 31, 2023, 5:00 PM CST**

**I. Welcome & Call to Order at 5:00 PM CST**

- a. In Attendance: Eric Smith, President, Allison Thomas, Vice President, Jo Clough, Secretary, Erin Miley, Treasurer, Charlotte Dumford, Director, Matt Jenkins, Director, Danielle Piascik, Director, and Jason Tice, FHANA Executive Director
- b. Absent: None
- c. Conflicts of Interest: None

**II. Correspondence – Mr. Smith**

- a. None

**III. Action Items – Mr. Smith**

- a. Liaisons are to submit measurable, objective goals with timeframes for the FHANA dashboard from their respective committees at the next BOD meeting Actionable committees.
  - i. Ms. Miley, Ms. Clough, and Mr. Tice met to review previously submitted goals; Finance, Marketing, Sport, Education, and Membership Committees. These areas are included in the current dashboard. The other remaining committees will be held accountable for goals; however, they will not part of the dashboard for trending purposes. The dashboard metrics will be revised as priorities change or opportunities are identified. Ms. Miley and Ms. Clough will craft goals for the Education Committee to consider. We will also look for a way to better track the Grant Proposal donations. Mr. Tice demonstrated the dashboard and Mr. Smith will include this item for the retreat.
  - ii. Action Item Completed – Jo Clough and Ms. Miley
- b. Explore options to incentivize low kinship breeding and breeding to NA stallions – Allison Thomas
  - i. Ms. Thomas reported the committee is meeting tomorrow, there is no update today.
- c. Each BOD member is to produce two survey questions to address registration issues and submit to Mr. Laude. This action needs to be completed before January 3.
  - i. Completed item. Mr. Smith indicated that the Board Directors can continue to send in their questions.
- d. Assist with closure of delinquent accounts – Ongoing.
  - i. Some of the accounts have been taken care of; however, \$6,000 is still outstanding. Automatic invoices are coming tomorrow for memberships.
- e. KFPS Meeting Agenda - Completed
- f. Submit donations for the AGM silent auction by February 1, 2023, one per Director.

- i. Mr. Tice reported that some have been received, there are more to be submitted.
- g. Develop benchmarks for the incentive award (Office staff) – Mr. Tice and Mr. Smith will review.
- h. Revisit the Inspection schedule - Completed
- i. Contact award nominees and complete write ups and obtain photos for Mr. Tice - Completed
- j. Submit AGM travel plans to Mr. Tice - Completed

#### **IV. Treasurer's Report**

- a. Ms. Miley reported they are still reconciling accounts and will have the report ready for next month.

#### **V. Consent Agenda:**

- a. Board of Directors December 20, 2022 - Jo Clough
- b. AGM Committee December 13, 2022 - Mathew Jenkins
- c. Breeding Committee December 21, 2022 – Allison Thomas
- d. BBII Committee November 29, 2022 – Eric Smith
- e. Health Committee December 29, 2022 – Jo Clough
- f. Events & Sponsorship November 2022 and January 2023 – Danielle Piascik
- g. FHANA Member Council December 14, 2022 – Erin Miley
- h. Inspection Committee January 23, 2023 – Jo Clough

Ms. Miley indicated there was FMC recommendations on election procedures, further discussion was needed by the BOD. Ms. Jenkins requested that the BBook II minutes be pulled. **A motion to approve the Consent Agenda with the FMC and BBII minutes pulled was made by Ms. Thomas. The motion was seconded by Ms. Piascik. A vote was taken, and the motion passed unanimously.**

#### **VI. Executive Director's Report:**

- a. Mr. Tice reported on end year memberships; it stands at 1,888. This is 20 more than prior year. The last time we hit this level was 2014. Mr. Tice is dealing with a number of KFPS issues. One issue relates to the accuracy of papers on two foals. Their papers have the foals designated as Sters. Mr. Tice has been trying to get this corrected since December. He is finding that processing time has been slow at the KFPS. Another issue was one horse received two IBOP scores. Mr. Smith will assist Mr. Tice to obtain closure on these issues. Mr. Tice brought up issues surrounding webinars. He spoke to Ms. DePuydt about this given the Health Committee does the vast majority of the webinars for FHANA. Currently FHANA has the platform, and it is tied to Mr. Tice's email address. The process requires a code to be sent to Mr. Tice's email. With this, Mr. Tice is then expected to log in and set up FB Live for every webinar. Mr. Smith stated that this is a fair concern. Mr. Tice indicated that we could consider switching over to Fenway's account. Ms. Thomas offered to explore options so that Mr. Tice does not

need to be available for Thursday night webinars for log in purposes. We may need to make a general administration account for this to work. Mr. Tice asked about the Waco Classic Spring Show, would there be a FHANA representative at this show? Ms. Dumford was not aware of who the individual would be. Mr. Tice will report back to Waco with his findings. Mr. Tice is having issues with membership renewal on the portal side. He met with Softhouse in the Netherlands to review concerns. With renewals members are hitting the save/submit repetitively to complete the transaction. He is ensuring they are charged only once. Mr. Smith will help sort this out with the KFPS. Mr. Tice reported that AGM registrations are complete for the BOD. He indicated we should discuss the agenda for the retreat. Get together plans for the Wednesday before was discussed. Mr. Smith indicated that this is a free night, we could be informal and pay for activities individually. Mr. Jenkins indicated bowling is available and would be a good social event. Mr. Smith requested that we add a deep dive into the budget to identify problems and opportunities. Mr. Tice reported that the AGM plans are coming together very well, 105 signed up. We are under budget at the current time. We did sell all of the sponsorships. The first payment of the AGM is due on Friday. It was noted that the auction site turned out to be amazing. Mr. Jenkins encouraged all to set up an account to donate items. Ms. Aumiller's training surcingle is a hot item on the auction site. The site will lead to cost savings and Mr. Jenkins predicts the auction will make more money than we have ever seen. He asked all to encourage friends to check out the site. It will go live on February 18. Mr. Jenkins reported that this site can be used by all committees for fund raising. FHANA has not published the site as of yet, it will be up soon. Individual hotel reservations have been made as the Directors indicated to Mr. Tice.

## **VII. Committee Reports.**

### **a. FMC Minutes**

- i. Ms. Miley talked about the FMC recommendations during our last BOD meeting; however, all were not covered. **Ms. Miley made a motion to announce the FHANA BOD candidates within 24 hours to our membership once they are nominated and accept. Ms. Piascik seconded her motion.** Mr. Smith does not feel this is fair, that this could manipulate the system. Ms. Thomas stated we do not want to encourage this to be a race, that we should follow the bylaws. This recommendation may discourage some candidates from running; if an experienced Director runs it may cause a new, inexperienced member to hesitate to run. Ms. Dumford agrees with her concerns. Ms. Clough asked why the FMC felt the change was needed. Ms. Miley indicated that this would be aligned to general elections and promote transparency. However, it was noted that in general elections, candidates announce they are running not the government. That said, members could make an independent announcement they are running. **A vote was taken, and the motion was rejected unanimously.**
- ii. **Ms. Miley made a motion to post the candidate names in order of their acceptance on the election ballot. Ms. Dumford seconded the motion.**

Concerns were expressed that this could look like a race if we did it this way. Ms. Dumford was not sure this approach was sound. Members may be taking more time to declare their candidacy for a number of appropriate reasons. Ms. Thomas indicated that we could consider randomizing the list rather than by the order received. **A vote taken and the motion was rejected unanimously.**

- iii. **Ms. Miley made a motion that the bios be sent out one week before the FHANA Townhall. Ms. Piascik seconded the motion.** Ms. Dumford stated that this information would be good to have in hand before a townhall. Ms. Miley agreed. It was suggested that the Election Committee could be tasked with establishing a timeline that makes sense. Mr. Tice indicated the due date on the bios can be easily adjusted. It was also asked if we should open up the election after the townhall. Ms. Thomas commented that we have moved these requirements up in the past. Any change we consider will not require a rule change. Mr. Smith commented that we have a motion that can be amended to look at submitting the bios before the townhall. **Ms. Dumford seconded the motion. A vote was taken on the amended motion, and it passed unanimously.**

b. Inspection Committee Update – Tentative Inspection Schedule – Jo Clough

- i. Ms. Clough was happy to report FHANA had budgeted for 600 Inspection entries for 2022 Inspections and that there were actually over 1000 entries between the spring and fall inspections. She thanked all of the site hosts and volunteers for their contributions and hard work. The Inspections were very successful events.
- ii. Mr. Tice, Mr. Laude, and Ms. Clough met with the KFPS on January 27, 2023.
- iii. The KFPS had approved the initial plan and is now requesting a change to Circuit 2, they want it to start earlier. Circuit 2 was selected given its smaller size; Kansas, South and North Texas, North Carolina, and Florida.
- iv. The KFPS requested Circuit 2 now occur between September 18 and the 29<sup>th</sup> due to conflicts; they have a Central Keuring set for Sept 13 – 16 and then rejudging of Central Keuring Sept 30.
- v. Also, there is a staffing issue at the KFPS. They have five new judges completing the required training.
- vi. The KFPS was informed that their request had significant, adverse impacts for North America, and it was challenging for us to accommodate it.
- vii. A last minute plan was developed, and Mr. Laude spoke to the sites affected to review the revised schedule per request of the KFPS.
- viii. The KFPS and FHANA now have a plan to meet earlier in the year to plan for 2024.
- ix. Adjustments were made for Canada as requested, changing their sequence – BC and Alberta and Circuit 5 was switched, it starts in the West. Both sites will have education, IBOPs, an Inspection, and Mare Show. There is a required threshold of participants to move forward.



- x. Mr. Smith was approached by Piet Bergsma at the Stallion Show about North America having stallion presentations. Mr. Smith commented to him that we do need to do something for North America. One idea was to have stallion presentations at Mare Shows. This idea is being considered currently in the Stallion Committee. Mr. Smith indicated that there is potential for this to occur in 2023; there is a lot to consider to say right now if it will occur this year or not. This is considered to be a way to bring uniformity. The only requirements is that we would need one inspector at these venues to view the stallions and a cage for free running. Ms. Miley inquired for what stallions; it is for the young stallions. This would be the same that is done at the Stallion Show. The stallions would go thru the 3 stages of approval. The caveat is that they would need to pass semen and leg x-ray exams. The stallions would move on after requirements are completed.
- xi. **Ms. Clough made a motion to accept the proposed revised Inspection schedule for Circuit 2 between September 18-29 as requested by the KFPS. The motion was seconded by Ms. Miley.** Questions were raised if temperatures would be concerning for these sites. This was not expressed during phone conversations. It was questioned if there was any favoritism. It was noted that preference dates included on the applications were taken into consideration. **A vote was taken, and the motion passed unanimously.**
- xii. **Ms. Clough made a motion to approve Circuit 5. Ms. Piascik seconded the motion.** Ms. Thomas indicated that we would need a clearly defined outline when a cancellation would occur due to low volume. She has serious concerns about the costs that would be incurred. It was noted by Ms. Thomas that we would need to cancel both sites, we would not just cancel one. Ms. Thomas commented that this is not a responsible choice for other members. It was noted that we would not get back venue deposits. We need to mitigate any potential losses when we pull the plug. Mr. Smith noted that Inspection have deadlines; deadlines should be defined. Ms. Miley noted that people would know if they are eligible for the Mare Show after their Inspection if their mare is awarded Ster. They would have a couple of weeks window to decide to attend. Ms. Piascik noted we are in a catch 22, we have a deadline for those who get awarded Ster. Ms. Miley commented that she believes we would reach the required minimum of horses, it would not be hard at least at Mare Show East. Mr. Jenkins indicated he would not move his horses three hours to Sacramento and that 20 horses in central California would be a stretch to obtain. He expressed concern that this would be an unfair advantage for two trainers. It was noted that this is a financial risk for FHANA, that it is hard to fill education week. It was noted that we are not in a position to do it this year. Ms. Miley indicated that this is not favoritism for two trainers, the trainers are supporting FHANA members in their pursuits to perform at Inspections. Ms. Piascik asked if the northeast could have one too, that she would have 20 horses. It was noted that Kansas is also full for Inspections, they might benefit from another.

Mr. Smith stated he traveled to a number of sites, and he heard overwhelmingly they wanted to support this activity. His recommendation is that we approve this with a cancellation date. He stated that if we cancel it now it would be a huge disappointment to our members. It was reiterated Circuit 5 would accommodate mare owners who need time to train after weaning foals. It was suggested that we follow the prior approach, Mare Shows at the end of the circuit. Ms. Miley and Ms. Clough reported that they have had conversations with a number of members who are seeking this option. Ms. Piascik stated if we do a second Inspection for these two we must have it for all. She asked if this option was given to all Inspection sites. Ms. Clough indicated that it was not. Ms. Clough indicated that there are a number of low volume Inspection sites that struggle to even get a sufficient number of horses for one Inspection; some of these sites could be considered for every other year Inspections. On the other hand, there are a number of sites in the Midwest that have large volume Inspections that would benefit from a Circuit 5 in the east. This includes but is not limited to Indiana (100+) and Wisconsin (55). Ms. Clough tabled the motion, and it will be discussed at the retreat.

**VIII. Review Items – Mr. Smith**

- a. None

**IX. Discussion Items**

- a. KFPS Meeting Recap – Eric Smith
  - i. At the Stallion Show, Mr. Jenkins, Ms. Dumford, Mr. Tice, and Mr. Smith met with the KFPS and had 10 items to share. The KFPS did not make any firm commitments to the agenda items. There is more discussion about DNA testing and affordability. The SNP testing option would provide more detail than STR, 80,000 markings. There was a push back on videos with linear score sheets. We explained how hard it is to get some of our horses to sites due to travel distances. They were open to video inspections but not providing linear scores. Their observation was the KFPS members present at their meeting were very new. FHANA BOD spent their time educating them on past history. Mr. Jenkins reported that this was his first KFPS meeting and he felt we were heard and it was a great start for a working relationship. Ms. Dumford agreed.
- b. Fresh Cooled Semen from the Netherlands – Mathew Jenkins
  - i. Tabled until the retreat
- c. Annual General Meeting - Mathew Jenkins
  - i. Mr. Jenkins indicated that he has a couple of his members incurring AGM expenses. A member asked him if FHANA would cover fees given she is transporting horses to our AGM. Mr. Jenkins indicated that there is another member seeking the same. **Mr. Jenkins made a motion that FHANA cover the registration expenses of two AGM participants. Ms. Dumford seconded the motion.** Ms. Thomas indicate that we have not done that in the

past and we should not change precedence. We could find additional sponsors to help with this possibly. Mr. Jenkins indicated we do not want to set a precedence, that we all are incurring costs. **A vote was taken, and the motion was rejected unanimously. Mr. Jenkins motioned we consider covering mileage costs one way from Arizona to the AGM. Ms. Dumford seconded the motion.** As a sponsor Ms. Piascik offered to donate passes to the two individuals. She was thanked for her generosity. **The motion was withdrawn.**

- ii. 2023 AGM activities were briefly discussed. There will be a costume contest with prizes. It was noted that we need to get the word out soon so members can pull together costumes for this event. He inquired if we could offer three memberships for prizes. There is no budget for this. We will table this until the Board retreat.
- d. BBook II Committee Discussion - Mathew Jenkins
  - i. Mr. Jenkins received feedback from 4-5 members on this topic. He, Ms. Thomas, and Ms. Dumford spent two hours discussing and crafting how the committee was to proceed. He raised the questions posed are we bringing BBII back, are we inspecting BBook II horses. He indicated that it was brought to his attention, an informal poll was taken, and people did not want the BBII back. He stated this does not help Mr. Tice's workload. He stated that they were sampling friends, that the committee is off the rails. Mr. Jenkins is concerned members may not understand the implications for Mr. Tice. He stated that he is Mr. Tice's sounding board, speaking weekly. He stated if the committee can't address the workload, the Board needs to do something. He further indicated that we are irresponsible for what this is doing to the office. Mr. Tice indicated that he spent 2 hours printing BBII paperwork not including laminating or sending papers out. He has 15 transfers pending that are not being addressed due to 2 hours on the phone with 7 different members on BBook II. Members have called asking where is Evelyn (KFPS). Mr. Tice indicated he will create a voicemail system. Members can leave their message, he will hire a part time person to deal with BBII registrations. He indicated that he has been asking for relief for a year and nothing has been done. A request had been sent to Breeding Committee to address this, but he has been forced to come up with his own solution. Mr. Smith clarified that the BBII Committee was given 5 points to brainstorm ideas, and they are still working on them. The committee understands there is an office issue, they are trying to address all 5 items listed. It was advised that the committee prioritize the office coverage over the others, that we should communicate that to the committee. Mr. Tice stated he is seeking a procedural change, he feels he is being failed. Ms. Thomas feels the committee has lost focus. Ms. Piascik indicated that finding a solution for Mr. Tice should be priority one. The idea of using an automated attendant was discussed. On Mondays and Fridays Mr. Tice works solo in the office, the automated attendant would reduce multiple demands and he could address these requests one day per week. Mr. Smith indicated that the group was

encouraged to figure out we could service members, what would be acceptable. They have a meeting this Thursday. Mr. Smith will give them this feedback, focus first and foremost on item #1. It was again clarified that Mr. Tice's request is procedural in focus. It was noted that we need to be very clear in the committee description, it seems unclear in their minutes. It was suggested that we set up an automated assistant sooner than later. **A motion was made by Mr. Jenkins to allow the Executive Director the ability to address automated attendant needs and voicemail for BBII at his discretion. Ms. Thomas seconded the motion. A vote was taken, and it passed unanimously.**

- e. Lifetime Achievement Award Results
  - i. Mr. Smith will contact the member tonight after the meeting with the results. The results were shared with the BOD. It was recommended that we reach out to chapter presidents for a follow up.

**X. Round Table Discussion – Eric Smith**

- a. None

**XI. Action Items – Ms. Clough**

- a. Explore options to incentivize low kinship breeding and breeding to NA stallions – Allison Thomas
- b. Assist with closure of delinquent accounts – Ongoing Ms. Miley will assist Mr. Tice
- c. Submit donations for the AGM by February 1, 2023, one per Director
- d. Develop benchmarks for incentive award – Mr. Smith and Mr. Tice
- e. Assist with closure of KFPS issues – Mr. Smith to assist Mr. Tice
- f. Circuit 5 discussion add to retreat agenda – Ms. Clough
- g. Explore automated attendant for the FHANA Office – Mr. Tice and Ms. Thomas
- h. Announce AGM activities e.g. costume contest to give members time to prepare. – Mr. Jenkins

**XII. Meeting Evaluation – Mr. Smith.**

- a. Will defer due to time constraints

**XIII. Good of the Order**

- a. Next meeting: February 23, 2023 in Las Vegas, Nevada. Future meeting March 21, 2023, at 6:00PM EST

**XIV. Adjourn**

- a. Motion to adjourn was made by Ms. Clough. The motion was seconded by Ms. Thomas. Meeting adjourned at 7:15 CST.