

Board of Directors Meeting Minutes
April 18, 2023, 5:00 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, Danielle Piascik, Director, Jason Tice, FHANA Executive Director, and Will Bron, Director
- b. Absent: None
- c. Conflicts of Interest: None

II. Correspondence – Mr. Smith

- a. None

III. Action Items – Mr. Smith

- a. Schedule an emergency meeting on stallion viewing and the 2023 Circuit 5 schedule - Completed Ms. Clough
- b. Discuss committee member assignment and return feedback to Ms. Clough - Completed Erin Miley
- c. Examine rules and regulations pertaining to member conduct and action options – Ms. Thomas
 - i. A committee meeting is scheduled to address this item. She reported that they will also address the penalty table at the same time.
- d. Submit recommendations from the Stallion Committee regarding proposed additional stallion testing locations – Mr. Bron
 - i. He reported that they will be meeting to address this item next Monday.
- e. Explore and implement French voicemail messaging (similar to Spanish approach) – Mr. Tice
 - i. This is a work in progress.
- f. Explore options to incentivize low kinship breeding and breeding to NA stallions - Working Ms. Thomas
 - i. This action item was addressed at their meeting last evening. Ms. Thomas indicated that they need direction from the Board before proceeding. They are questioning if it would be acceptable to utilize estimated values for kinship.
- g. Develop a penalty table for violations that includes progressive discipline – Ms. Thomas
 - i. Combine action item with item c. above.
- h. Breeding committee campaign for optional, voluntary SNP for interested members – Ms. Thomas
 - i. The committee has the beginning of a plan. They will start with member education utilizing social media. This action item is considered complete.
- i. Directors to listen to the new automated phone system and provide feedback to Mr. Tice – Completed
- j. Send educational suggestions for the next AGM to Mr. Tice - Completed

IV. Treasurer's Report

- a. Ms. Miley reported on a March financial recap. **Ms. Miley made a motion to approve the March Financial Report and the motion was seconded by Ms. Thomas.** Mr. Bron asked if the AGM lost money. He thought it would break even. It was reported that a couple of outstanding obligations have been reconciled. Typically AGMs are a bit of a financial loss. We lost \$2,400 loss but budgeted for a \$10,000 loss. Otherwise it was very successful, we tried new things. The AGM was well conducted, it was a well-received event. **A vote was taken on the motion to approve the Financial Report, and it passed unanimously.**
- i. March Income: \$39,961.13
 - ii. March Expense: \$54,893.96
 - iii. March Net Income: \$(14,932.83)
 - iv. Memberships Dues YTD: Budget \$98,000.00, Total Income \$101,140.38, Difference \$6,000.38
 - v. Total Income \$199,255.99, Budget \$190,960.45, and the Difference was \$8,295.54
 - vi. Total expense \$182,938.16, Budget \$190,624.93, and the Difference - \$7,686.77
 - vii. The FHANA Quarterly Dashboard was discussed. Finance has identified items to monitor to ensure rapid corrective action can be taken if needed. For example, they are closely monitoring the high costs of postage. It was noted that we have received only one invoice from the KFPS, there are more anticipated. Ms. Miley reported that they would like to add two members to the Finance Committee. This motion will be presented later in the agenda.

V. Consent Agenda:

- a. Board of Directors Minutes February 2023 – Ms. Clough (add roll call vote, detail BBook plan, remove copy and paste error)
- b. Board of Directors Minutes March 2023 – Ms. Clough
- c. Board of Directors Minutes 4.11.23 – Ms. Clough
- d. Finance Committee 3.16.23 – Ms. Miley
- e. Future FHANA 2.20.23 – Ms. Miley
- f. Editorial Committee 4.6.23 – Ms. Dumford
- g. Stallion Committee 3.20.23 – Mr. Bron
- h. Breeding Committee 4.13.23 – Ms. Thomas

Ms. Thomas asked that the 2023 February Board minutes be pulled from the Consent Agenda. **Ms. Allison made a motion to approve the Consent Agenda with the February 2023 minutes pulled. The motion was seconded by Ms. Dumford. A vote was taken, and the motion passed unanimously.**

VI. Executive Director's Report – Jason Tice

- a. Mr. Tice reported that the registration/transfer issue was resolved. The horse in question is now back with the original owner. The original owner was instructed on what steps she needs to take now with respect to obtaining DNA and transferring the horse back to her name. Mr. Tice is now waiting for her response.
- b. With respect to the website, two of the issues were resolved. Mr. Smith assisted in obtaining a resolution. Mr. Tice is now working on an issue with the posting of the Inspection calendar in two locations. There is no reason to have it in the portal given he is not able to make any changes to the content in that location. The Inspection calendar is under the Inspection tab on our website and should be sufficient.
- c. Mr. Tice is also working on a new initiative for advertising a *Horse of the Day*. This option could be selected similarly to what is available now in the classified ads for including a YouTube video or to pay for a Featured Horse. He has an anticipated launch date of June 1, 2023. Given you cannot sell horses on Face Book he will refer the FB reader to the classified ads.
- d. Mr. Tice continues to work on the phone tree, he needs more time to better understand how well is working. Mr. Tice has received feedback from only one member who indicated that the option was not good from his perspective. Mr. Smith has not received any feedback on the phone system and reiterated that it is programmed so if an office member is free to pick up the call there is time to make this happen. The French version has not yet been explored; they are waiting to see what happens with the Spanish version first. This may take an additional month.
- e. There is a KFPS MC meeting scheduled for June 2. We need to schedule a pre-meeting before that time.
- f. Mr. Tice cleared some outstanding debts today and has \$2,200 still outstanding. Ms. Miley will assist Mr. Tice with these debts.
- g. There will be a Regional Meeting at large that needs to be scheduled with the KFPS. Last May 2022 we scheduled the meeting for a Saturday. This could be scheduled for June 16.
- h. Mr. Tice has been having challenges with obtaining end of the quarter budget information from committees. Liaisons were asked to assist with this, to add this as a recurring agenda item at the end of the quarter. We need to get these to Mr. Tice in a timely manner for inclusion in the quarterly reports. Mr. Tice noted that most committees meet the week before the BOD meetings. Committees need to send this information with sufficient lead time to get into the Board packet.
- i. It is Volunteer Appreciation Day. Mr. Tice thanked the BOD for their volunteer work in support of FHANA.
- j. The on-line auction is coming up in the first week of June. Mr. Tice is working on the logistics to get the auction fee squared away. He is exploring Ideas and thoughts on how to manage the auction including obtaining payments within 24 hours. This will be added to the terms and conditions.
- k. SNP testing – Mr. Tice is working with UK and the KFPS to get this done correctly. The UK had a meeting with the Neogen Lab to work out the details. The KFPS will do a 70K

array, not the original planned 80K. FHANA will send samples to Kentucky and to the Neogen Lab for testing 70K markers. Kentucky will keep the sample for parentage verification. Mr. Sith commented that testing for dwarfism, hydrocephalus, and parentage costs ~26.50 euros. FHANA did not approve a double cost for Kentucky. It has to be one or the other, so we understand our testing costs. If you test a mare or another horse, the cost will be ~ 70 euros. More work will be done on the testing protocol.

VII. Committee Reports.

- a. February BOD minutes – Ms. Thomas indicated that the roll call vote needed to be edited. Mr. Bron was a Board-Elect at the time of the vote and should not be included. Ms. Clough will make the requested change.
- b. Ms. Thomas advised that the addendum to the pre-meeting should not be included in the minutes. Ms. Clough will pull this section and save it as a separate file. **Ms. Clough made a motion to approve the February minutes with the suggested changes. Ms. Thomas seconded the motion. A vote was taken, and it passed unanimously.**
- c. Friesian Member Council March 2023 – move to later in the agenda
- d. Events and Sponsorship Committee 4.12.23 – Ms. Piascik collaborated with Mr. Tice and Ms. Groom on the three sponsorship documents. Mr. Tice was pleased with the results. **Ms. Piascik made a motion to accept the new forms. Ms. Dumford seconded the motion. A vote was taken, and it passed unanimously.** They were thanked for their work on these new forms.
- e. Health Committee April 11, 2023 – Ms. Clough detailed the five proposals submitted.
 - i. University of California - Davis School of Veterinary Medicine: Skin pharmacokinetics of oral fluralaner (Bravecto) at 25 mg/kg in the horse.
 - ii. Regents of the University of California - Davis: Hepatic Fibrosis in Friesian Foals
 - iii. University of Georgia: Diagnostic assay for equine degenerative suspensory ligament desmitis.
 - iv. University of Copenhagen: Novel biomarkers for early diagnosis and prognosis of equine endometrial fibrosis.
 - v. Louisiana State University, School of Veterinary Medicine: The Effects of a single Osteopathic Treatment on Equine Stress and Well-being Hormones. *(It was noted that the submission from LSU was still waiting for the protocol to be reviewed by the Clinical Committee and the IACUC Committee and therefore is not eligible for recommendation to the FHANA Board at this time.)*
 - vi. The committee completed a detailed review of all five submissions, using a rubric to rate ten key items such as study relevance, disease incidence, researchers' credentials, and application completeness.
 - vii. The committee agreed that although this study does not include Friesian horses it does have the potential to positively impact the health of the greatest number of Friesian horses.

- viii. If the study is successful, the findings could provide an efficient and effective management of ticks, mites, lice and other external parasites in equines. One goal of the study is to expand the treatment options for external parasite management for horses afflicted with chronic progressive lymphedema, CPD, and/or insect hypersensitivity. This could be very impactful for the Friesian horse and other feathered equine breeds. UC Davis was seeking \$9,000 for their study. **Ms. Clough made a motion to approve the University of California - Davis School of Veterinary Medicine: Skin pharmacokinetics of oral fluralaner (Bravecto) at 25 mg/kg in the horse study. Ms. Dumford seconded the motion.** Members commented that they liked the committee's scoring methodology. Mr. Smith asked that the study cost be included in the rubric for consideration if pertinent, it could be a deciding factor if others were all equal. It was asked if we could split the payments overtime rather than paying all up front. It was asked if this could be negotiated with UC Davis. Ms. Clough commented that we had raised \$3,500 for the grant and that this study was under the \$10,000 amount. Mr. Bron indicated that he was in favor of the revised payment approach. Ms. Dumford commented that recipients need the money upfront to get started. It was suggested that we could have milestones for payments. It was noted that the results of the study is the deliverable. Ms. Miley indicated she like the rubric and was excited about the submissions. **A vote was taken, and it passed unanimously.** Ms. Clough will follow up on the suggested payment approach with milestones. Mr. Tice will announce the award.
- f. FMC March minutes – Mr. Tice indicated that the FMC felt customer service was subpar for managing phones per their minutes. He asked how can we help FMC understand the phone changes and what we are trying to accomplish. Mr. Smith indicated that Ms. Miley could assist with this. It was noted that the phone system is for all, not just for one select group. This is not discrimination all members are put into the same system. Member calls are responded to and managed appropriately. The use of the FMC Newsletter was discussed, it was questioned if two newsletters are needed, one from FHANA and one from the FMC. It was noted that the FMC content could be added to the FHANA newsletter. Ms. Miley reported the newsletter was conceived to help disseminate information from chapter presidents to their members. Some presidents were having challenges on how best to disseminate information. Ms. Piascik agreed with the concerns about two newsletters and information accuracy. It was noted that the FMC minutes are published on the FHANA website. Ms. Miley will provide feedback to the FMC about this topic. It was noted that we do not have any say on FMC processes. It was suggested that FHANA needs to produce statements on our stance if perspectives or opinions differ. It was suggested that a disclaimer be used, e.g. views do not represent the FHANA Board.

- g. April FMC Minutes – A request was received to include KFPS members living in Mexico into FHANA events. It was asked:
1. What is FHANA's policy on KFPS registered horses that reside in Mexico attending North American inspections?
 2. What is FHANA's policy on KFPS registered stallions that reside in Mexico attending stallion testing in North America?
 3. What is FHANA's policy on KFPS registered horses that reside in Mexico participating in FHANA events like the Mare Show?

Mr. Tice indicated that we do not know the answer to these questions at this time. These questions have been referred to the KFPS to respond. If it were appropriate, we would need to figure out the logistics. KFPS members in Mexico can only be an associate in FHANA. They can use our magazine and our tools. However, we cannot facilitate their registrations and the like. Mr. Smith indicated it is not that we do not want to assist these owners, it is not that we do not want the income, this is an KFPS association policy we must abide by. The KFPS needs to guide us, we cannot violate the charter. With respect to the stallions, Mr. Tice does not know the answer, we are looking into this. Ms. Miley will inform the FMC of the actions taken to date by FHANA and provide the background on the KFPS policies. The FMC will be informed of what the KFPS advises. Bottom line, North American horses can be seen in the Netherlands given it is the mother organization. This is different than seeing horses for inspection and the like between sister organizations.

VIII. Review Items – Mr. Smith

- a. KFPS Quarterly Meeting – Mr. Smith
- i. Attachment A has a listing of follow up items from the KFPS meeting aligned to FHANA Committees. Some of these items fall under two groups to make motions they see fit to the BOD. We are to submit these items to the assigned committees, let them vet the topic, and they make a motion to the BOD. The committees will decide the approach. Their recommendations will be submitted to the KFPS. It was asked that Breeding, Mare Show/Inspection Committees to discuss these items at their next meeting. Mr. Smith indicated that we are asking the KFPS to address these recommendations given we do not have the authority to implement on our own. He asked if there are things we would like to see occur or be changed.

IX. Discussion Items – Eric Smith

- a. Marketing Committee Chair – Ms. Thomas
- i. Ms. Thomas reports the Marketing chair is stepping down to competing demands. The chair will remain on the AGM Committee. It was asked if we need a Marketing Committee at this time. We essentially have not had one for the last 6 months. Mr. Tice and Chad are performing these functions at this

time. There appears to be adequate coverage with this approach. Mr. Smith indicated that FB and social media is covered at this time. The logo piece is done except for the logo use requirement. Ms. Thomas can work with the subcommittee on logo utilization. With respect to marketing collateral, we have what we need in our inventory. We have enough in the works for now and into the beginning of next year. An advertising kit has also just been completed. We would be ok for now; we could put the Marketing Committee on hold for now until the next AGM. If needed before that it could be reinitiated. **Ms. Thomas made a motion to put the Marketing Committee on hold/hiatus until the need arises or until 2024. Ms. Dumford seconded the motion. A vote was taken, and it passed unanimously.**

- ii. Ms. Thomas discussed the breeding incentive program, how to recognize low kinship foals, or for foals with a lesser kinship value than their dams. Ms. Thomas indicated that could use the estimated value, but this is not fully accurate. If we waited for the KFPS to have this data available it could take years. To get the program up and running we could consider the estimated values. Mr. Bron asked if we could put more pressure on the KFPS to get this accomplished. The KFPS calculates kinship once per year, and it is already done for this year. Kinship is calculated only on adult mares and approved stallion. It was asked if the Stallion Committee could ask for kinship to be done for all adult horses. The committee could amend that for all horses from the prior year. It was advised to use the estimated value at this time.
- iii. Executive session began – Ms. Miley made a motion to add Ms. Julie Karpus and Ms. Tamara Julius to the Finance Committee. **Ms. Clough seconded the motion. A vote was taken, and it passed unanimously. Ms. Ms. Clough made a motion to add Ms. Julie Karpus to the Inspection Committee. Ms. Miley seconded the motion; A vote was taken, and it passed unanimously.** Following the two votes the meeting returned to general session.

X. Round Table Discussion – Eric Smith

- a. None

XI. Action Items – Ms. Clough

- a. Examine rules and regulations pertaining to member conduct, develop action options and a penalty table – Ms. Thomas
- b. Submit recommendations from the Stallion Committee regarding proposed additional stallion testing locations – Mr. Bron
- c. Explore and implement French voicemail messaging (similar to Spanish approach) – Mr. Tice
- d. Explore options to incentivize low kinship breeding and breeding to NA stallions - Ms. Thomas
- e. Provide feedback to FMC on Mexico attending FHANA events - Ms. Miley
- f. Obtain budget payment schedule for UC Davis – Ms. Clough

- g. Publish grant award to UC Davis - Mr. Tice
- h. Schedule KFPS MC pre-meeting and regional KFPS meeting – Mr. Tice
- i. Address follow up items from the KFPS meeting - Board Liaisons/Committees

XII. Meeting Evaluation – Mr. Smith.

- a. Directors found the meeting to be productive, on time, and efficient. There were a couple of instances where communication could have been better.

XIII. Good of the Order

- a. Next meeting: May 16, 2023; Future Meeting June 20, 2023

XIV. Adjourn

- a. The motion to adjourn was made by Ms. Clough. The motion was seconded by Ms. Thomas. The meeting adjourned at 6:58 pm.

Attachment A

Follow-ups or Assignments from Meeting:

KFPS

- KFPS will forward the Neogen SNP testing location, details, and pricing shortly.

Breeding Committee

- FHANA to make a formal request for the list of mare low kinship breeding considerations.
- FHANA to make a formal request for the list of requirements for non-licensed stallions after reviewing the pending database implemented changes. Both breeding and B-Book II committees.

B-Book II Committee

- FHANA to make a formal request for the list of requirements for non-licensed stallions after reviewing the pending database implemented changes. Both breeding and B-Book II committees.
- FHANA will formally request the color change and large watermark formats to D-Book, B-Book I, and B-Book II registration papers.
- FHANA can make a formal request to register for D-Book if desired.
- FHANA can make a formal request for allowing Foalbook stallion licenses with limited breedings for Canada only. Both stallion and B-Book II committees.
- FHANA can make a formal request for placing offspring from approved stallions "On Hold" into B-Book I instead of B-Book II if desired. Both B-Book II and stallion committees.
- FHANA can submit a formal request to include video inspections. Both B-Book II and inspection committees.

ABFP/Stallion committee

- FHANA will review the Circuit 5 schedule with both inspection and stallion committees to see if anything works. Both stallion and inspection committees.
- FHANA can make a formal request for allowing Foalbook stallion licenses with limited breedings for Canada only. Both stallion and B-Book II committees.
- FHANA can make a formal request for placing offspring from approved stallions "On Hold" into B-Book I instead of B-Book II if desired. Both B-Book II and stallion committees.

Inspection/Mare Show Committee

- FHANA will review the Circuit 5 schedule with both inspection and stallion committees to see if anything works. Both stallion and inspection committees.
- FHANA can submit a formal request to include video inspections. Both B-Book II and inspection committees.

Office

- FHANA will send a formal request create chip number entry into the database.
- FHANA can make a formal request for the KFPS to route or refer all local policy inquiries to the FHANA office.