

## **Board of Directors Meeting Minutes February 23, 2024**

### **I. Welcome & Call to Order**

- a. In Attendance: Eric Smith, President, Allison Thomas, Vice President, Jo Clough, Secretary, Erin Miley, Treasurer, Charlotte Dumford, Director, Danielle Piascik, Director, Will Bron, Director, and Jason Tice, FHANA Executive Director
- b. Guests: Director-Elect Katie Wenger and Beverly McGowan
- c. Absent: None
- d. Conflicts of Interest: None

### **II. Correspondence – Mr. Smith**

- a. FMC Minutes - January 17, 2024 - Ms. Miley
  - i. The FMC correspondence is informational. Ms. Miley reported that there are no motions to bring forward to the Board.

### **III. Action Items – Mr. Smith**

- a. FMC recommended committee guidelines to be sent to the Rules and Regulation Committee for discussion and possible implementation – Ms. Thomas
  - i. Ms. Thomas reported this action item will be addressed after February following the FHANA committees assignments that occur at the AGM.
- b. Ms. Hill's BBook II related issue - Mr. Smith will forward it to the BBook II Committee. Action Completed.
- c. NW Inspection Letter – Ms. Clough will take it to the Inspection Committee for discussion. Action Completed
- d. Verify the approach/process for the training of the two young stallions selected at the viewings with the KFPS. – Mr. Bron
  - i. The training facility has been selected by the Stallion Committee and their recommendation was sent to the Board of Directors for their review.
  - ii. The stallion trainers will be from the KFPS.
  - iii. Two stallions are now moving forward with the process.
- e. Sponsorship and Events Committee to see if they can find interested parties to sponsor translation expenses. - Ms. Piascik
  - i. Work is ongoing for this action item.
- f. Membership Committee to examine memberships and into getting people to renew or sign-up.
  - i. Work is ongoing for this action item.
- g. Ms. Clough to bring back the Coggins recommendation to the committee for clarification and further refinement. Pending – Ms. Clough
  - i. Postponed due to competing priorities.

- h. Rules and regulations to take a look at the physical attendance requirement for AGM Board members moving forward. - Ms. Thomas
  - i. Work is ongoing for this action item.

#### IV. Treasurer's Report

- a. The report includes the January recap and a review of the 2023 990 form. Ms. Miley reported that investments are up to \$26,000. For our bottom-line we have a loss of \$15,963 and for comparison, we had a loss of \$56,000 in 2022. Ms. Miley provided a brief background on the 990 draft form and indicated that it will be submitted for tax filing purposes. Mr. Tice made adjustments to the document descriptors in the back of the document, he is currently working with an accountant to complete this action item. The final version will be posted, it is open to the general public. **Ms. Miley made a motion to approve FHANA's 990. Ms. Piascik seconded the motion.** Ms. Thomas thanked the Finance Committee for their hard work, they did a great job. Members were pleased that the prediction of a \$75,000 loss did not occur, thankfully our situation was better than anticipated. **A vote was taken, and the motion passed unanimously.**
- b. As of January FHANA is down fifty members compared to one year prior. This is an opportunity area for improvement we need to focus on during 2024. The AGM has one hundred members registered for the event. We are forty-five attendees short of our budget. Office operations expense increased; we are purchasing supplies early to achieve a cost savings advantage. The Friesian magazine shows a big increase (the cost showed up in January). **A motion to approve the January financial recap report was made by Ms. Miley. Ms. Thomas seconded the motion. A vote was taken, and it passed.** With respect to net income, January looks good. We are down on income a bit and doing well with expenses. Mr. Tice remarked that this time of year (Jan, Feb, and March) is when the income comes in (memberships). There will be a discussion today with the KFPS on their billing and invoicing process. We need to have a different approach to help FHANA with budgeting and accounting. **A vote was taken, and it passed unanimously**
  - i. January Income: \$58,592.13
  - ii. January Expense: \$40,953.05
  - iii. January Net Income: \$17,639.08
  - iv. Net Income \$17,639.08, Budgeted +\$1,727.85 with a Difference of +\$15,911.23
  - v. Total expense \$40,953.05, Budgeted \$48,289.00 with a Difference of -\$7,335.95

#### V. Consent Agenda:

- a. Board of Directors Minutes January 24, 2024 – Ms. Clough
- b. Board of Directors Minutes February 7, 2024 – Ms. Clough
- c. Editorial Committee February 1, 2024 – Ms. Dumford
- d. Health Committee Minutes
  - i. Health Committee Minutes – July 13, 2023
  - ii. Health Committee Minutes - August 8, 2023
  - iii. Health Committee Minutes - September 14, 2023

iv. \_\_\_Health Committee Minutes - October 19, 2023

v. \_\_\_Health Committee Minutes - November 11, 2023

**Ms. Piascik made a motion to accept the Consent Agenda with the January 24<sup>th</sup>, 2024 minutes date corrected on the title page (year listed as 2023). Ms. Miley seconded the motion. A vote was taken, and the motion passed unanimously.**

## **VI. Executive Director's Report – Jason Tice**

- a. Mr. Tice reported that memberships as of February 16, 2024, are 945 compared to 984 on February 28, 2023. Mr. Tice reported that he pulls these data at the end of each month. We are on par. The Membership Committee has work to do to increase the membership numbers.
- b. Mr. Tice reminded all that the chapter renewals are due and that the associated FHANA memberships need to be verified with the renewal process. The renewals are due March 31<sup>st</sup>. Mr. Miley will remind the FMC representatives.
- c. With respect to SNP testing, the KFPS has added a new element to the process. Mr. Tice needs more information and clarification from them. This pertains to scanning hair samples into Equus.
- d. FHANA had our first foal in 2024. FHANA needs seventy-five foals to be batched in order to send out the information for processing. He hopes to get this resolved this afternoon with the KFPS. Mr. Tice has asked the KFPS for a training session with screen sharing in order for him to understand the step by step process needed. We have been working on this initiative for a year and a half.
- e. FHANA email addresses and Google Drive - We could save \$1800 a year if we change our approach with FHANA email addresses. The cost for this option is \$21 dollars per month per Board member. He reported that the Editorial Committee uses Google Drive for all of their work, that BoardEffect does not work for their workflow. The committee submits their content to Mr. Tice and uploads these to Google Drive. Mr. Smith prefers to see personal information be separate from FHANA.
- f. Mr. Tice reported that we have \$104,000 membership invoices outstanding. He asked if we should void these out. With QuickBooks, invoices are automatically generated, some members get upset with these notices. Until a member renews they will see these communications. At the end of March we write off these types of invoices. Mr. Smith inquired if we have any other outstanding invoices for non-memberships and Mr. Tice indicated that we have \$7,000 outstanding. He has reached out to these individuals, but some members will not respond to his calls. Members with outstanding invoices are locked out of their accounts until they pay their bills. These items are not true receivables.
- g. Mr. Tice reported that he received a good suggestion from his office staff relating to a thank you program for members processing transfers and imports. They are suggesting that members who have a 100% clean submission that we award them a \$10 coupon for the FHANA store. The FHANA Store in turn gives us 10% back. Mr. Tice will pilot this initiative for ninety days to determine if we should continue with it. He explained that this is a no cost incentive. It was asked if we could have a step-by-step tutorial on-line to

educate submitters on the correct process. This item is informational for the Directors, no actions needed on their part. Mr. Tice indicated that we could do a ten minute tutorial on this process to help educate members.

- h. We had a glitch with memberships with Equus. Given the difference in calendar date accounting in Equus for North America and the Netherlands, Mr. Tice advised that our January 31 expiration date be amended in North America to February 1 to avoid confusion with the accounting of time. This has been corrected.
- i. Mr. Tice reported that he and Mr. Laude were exploring options for Mare Show East. There is currently two to three venues to consider. Mr. Laude and Mr. Tice went to a site in Lexington. This venue is all indoors, and an advantage if the weather would be problematic in November. If the weather is uncomfortable participants could stay inside. The heating is workable, and they charge \$40 per day for utilizing heat. The site fee is \$2,100 a day. The fee for the Baker Arena at Hoosier Park in 2023 was \$500. Spy Coast was entertained as a site, but it does not have the needed stalls. Currently we have no formal venue commitment, just discussions. Lexington has two arenas that are both enclosed in one building. Lexington has concessions on site. The stalls are inside, we can separate the stallions, and the stalls are permanent. The bleachers can be moved. On the downside, the location is further for trainers who bring significant number of horses. Lexington is two hours south of Hoosier Park. The site is similar to Springfield.

## VII. Committee Reports

### a. BBook II Committee

- i. For background, the BBook II committee passed a motion that the FHANA Board of Directors provide a thorough educational package for members that register a BBook II Friesian horse. The package should at least include clear and honest information about:
  - 1. The pros and cons of using unapproved stallions versus KFPS approved stallions.
  - 2. The KFPS breeding recommendations and goals.
  - 3. A list of available KFPS approved stallions and more breeding information. Such a package could be made by the Educational Committee and/or other committees, to be determined by the FHANA Board of Directors.
  - 4. **Mr. Smith made the above motion on behalf of the BBook II Committee and Ms. Thomas seconded the motion.** It was noted that overall the committee is recommending wrapping up their work. Ms. Piascik commented that the handbook would be a good idea and we should ensure it can be translated for special populations. This will help members to understand why we do what we do relative to breeding goals. Mr. Bron commented that the Education Committee would like to be involved in this initiative. Mr. Smith commented that this was an ad hoc committee, they were trying their own way first with respect to this recommendation. Ms. Thomas agreed with Ms. Piascik that this would be a great idea. Directors were reminded that there will be a cost for mailing.

Given that, a full handbook may need to be condensed. Ms. Thomas is hesitant to use a link, we need a usable format for all populations. **A vote was taken, and it passed unanimously.**

5. Second, Mr. Smith read the motion passed by the BBook II committee that the FHANA Board of Directors send a request to membership to vote yes or no on FHANA facilitating the registration of B-Book II horses directly within FHANA to the KFPS. *Note:* The committee made reference to D-Book and subsidiary horses. The committee felt that their scope should not address other KFPS Books. Their motion discussion included reference to FHANA collecting the registration fee(s) and the associated costs as it relates to a profit for registrations.
6. The BBook II committee does not want to start the background educational work if voting is not supported by the Board. They want directional feedback from the Board on this item.
7. It was remarked by Mr. Smith that FHANA had voted in the past as it relates to BBook II, and the results were the same. He advised us to address the background concerns before moving to a vote. Ms. Miley feels it is time to get the information together for a vote.
8. Mr. Smith detailed that we are still waiting for the KFPS to address FHANA's requests for changes in the pedigree papers and adding watermarks for BBook I, BBook II and DBook. FHANA requested the document change to better distinguish the papers. Also FHANA is waiting for the KFPS to decide on their approach for stallions on hold such as Tjaarda Sport Elite. FHANA believes his offspring should be in BBook I, not in BBook II. FHANA also wants the request on Foal Book stallion licensing addressed. With licensing DNA testing and linear scores would be seen. However, breeding licenses do not require the 70 test, they are not required to go through x-ray examinations, and the like that Approved Stallions must.
9. It was noted that the licensing of Foal Book stallions ceased and the BBook II was closed by FHANA in the early 1990s and the books were separated. Since that time, FHANA never reopened them.
10. It is recommended that all adults get kinship calculations and that they have these available on-line for all to examine. Currently, non-licensed BBook II horses are not all tested or divulged – this important information is not available in these situations. Ms. Clough said she would like this information/data available to all in order for members to make informed decisions. Ms. Miley suggested moving forward and Mr. Bron and Ms. Piascik would also like to see more available data on the non-licensed stallions.
11. A discussion followed if these suggestions are recommendations or motions. Ms. Thomas commented before a vote we need all of the background information. Ms. Thomas and Ms. Dumford agree these are

motions, not recommendations. Ms. Dumford also believes we need the information from the KFPS, to get all the relevant information back first.

12. Mr. Smith remarked we could postpone the motion until the information is in from the KFPS and let the committee know the Board would then be favorable to approve this motion and assemble it for a future vote. It was noted that the Board could amend the committee's motion. Ms. Miley made a suggestion to amend the motion that the Board will send a request to membership to vote yes or now after completing a package on the pros and cons of the BBook II registration *and* obtaining the KFPS feedback. This would allow the KFPS to answer them first in order to get meaningful change – FHANA needs the KFPS to tell us if they will approve our requests. We hope to get an answer from the KFPS by the end of May of 2024. Our requests have been with the KFP since June 2023. It was noted that these items make a difference in protecting the breed or not.
13. A discussion continued on the value and need of well thought-out educational materials before a membership vote. It was questioned if some of the FHANA requests to the KFPS impact this issue e.g., the Tjaarda request. It was noted that the KFPS requests were generated through BBook II committee, the members went through team building, and submitted these recommendations. It was in all fairness to their efforts and work that the KFPS respond.
14. Ms. Dumford recommended we have information on the pros and cons on this referendum question. She noted that the committee is disbanding but they should remain active until the education action item is complete. The committee should continue to be functional. It was noted that the committee did not feel they need to reconvene to create the materials, they would do it without the whole committee. It was noted that Ledenraad will be meeting this upcoming May, they will be involved in this request. Ms. Miley noted that the KFPS issues are not directly impacting the issue at hand. Mr. Smith noted that to protect the breed, the educational pieces, kinship, DNA and papers are important pieces to address. He considers these to be protective items. Ms. Thomas does not feel we need to hold this for completion of a checklist. Further, it is important that members know that they will be making this decision. Mr. Smith does not think it fair if the KFPS items are not addressed, this is unfinished business for the BBook II Committee. **An amended motion was made by Mr. Smith that the Board will hold a member referendum to vote on whether BBook II Friesian registration will be facilitated through the FHANA office. This is pending the KFPS addressing open FHANA's B Book II recommendations with a deadline of May 31, 2024, as well as detailed educational information being provided to the FHANA membership regarding this issue before the vote occurs. Ms. Thomas seconded the motion.** It was noted that we should have an educational town hall

meeting relating to this referendum. We need a process that allows members to talk. Ms. Dumford agrees with the townhall recommendation, we need official educational information, not a conversation on Face Book. **A vote was taken, and it passed unanimously.** It was explained that associations outside of the EU cannot register BBook or ancillary and that we might need to discuss this with the KFPS to make them the same. We need to also look at costs as it relates to mailing fees for BBook.

- ii. Third, a motion was made by the committee that the FHANA Board of Directors send a request to the membership to vote yes or no if members supports B-Book II horses be allowed for presentation in hand at Inspections.
  1. It was noted that the two motions should go out together due to the cost to association. Mr. Smith recommended the due date be included in this motion as well. It was noted that members have access to virtual Inspections. It was also remarked that if we wait for this item and it is approved, members may not have sufficient time to ready their horse(s) for inspection. It was suggested if this were approved it could go into effect in 2025.
  2. It was remarked that this did not have a bearing on the Foalbook stallion licensing recommendation. However, Ms. Thomas remarked that licensed Foal Book stallions are needed, their offspring go into BBook I. BBook I horses can go to Inspection in a different category.
  3. Ms. Miley would not like to delay the initiative if approved in 2024, that they should be able to attend. If the referendum were to finish in June, Circuit 1 starts in August. It is anticipated that the final vote tally would be June 15. **A motion was made by Mr. Smith that the Board hold a member referendum to vote on whether BBook II horses be allowed for presentation in person at FHANA inspections, pending the KFPS addressing open BBook II recommendations with a deadline of May 31, 2024, as well as detailed educational information being provided to the FHANA membership regarding this issue before the vote occurs.** If motion one does not pass, the other motion could, they are separate. If passed the member could bring the Inspection this year. **Ms. Piascik seconded the motion. A vote was taken, and it passed unanimously.**
- iii. **Finally, a motion was made by Mr. Smith that the document titled FHANA and KFPS Foal Book Stallion Request Form be adopted within FHANA and that the official rules attached be adopted with the request. Ms. Piascik seconded the motion.** It was noted that the KFPS has rules that govern this initiative. **A vote was taken, and the motion passed unanimously.**
- b. Stallion Committee - December 17, 2023, Mr. Bron
  - i. **A motion was made by Mr. Bron that the under saddle requirements be eliminated for stallions who receive Ster the same year they are being**

- judged for Stallion Viewing. Ms. Piascik seconded the motion.** This would require a KFPS rule change, it is their mandatory rule. If it passes here, it needs to go to the KFPS. If a stallion received Ster in the same year, they are not broke to ride. We need to discuss this with the KFPS before we can get traction on this request. We need to amend the motion relative to when the stallion receives Ster e.g., prior year(s) or the same year of the viewing. **A vote was taken, and it passed unanimously.**
- ii.* **A motion was made by Mr. Bron to remove the mandatory requirement for a stallion to go to a local inspection before attending Stallion Viewing.** It was asked what impact this would have on local inspections if it is not required. It was asked how we deal with the first viewing if a horse attends a local inspection, how does that work? The inspection piece was considered the first viewing.
- iii.* What if the stallion is awarded Ster at the local inspection and they are 2.5 years old. Now you have the under saddle requirement from the KFPS and the horse is not broke to ride at the Stallion Viewing.
- iv.** It was noted that the judges at local inspections are different from the jury that is required at Stallion Viewings. Ms. Piascik indicated that the local inspection judges do not look at the stallions like the jury would. It was noted that changes are coming from the EU as it relates to requirements and age of the horse. Mr. Smith asked if we have sufficient clarity on this topic or should it go back to the committee. Ms. Piascik advised we move forward with the vote. **A vote was taken, and it passed unanimously.**
- c. Stallion Committee – February 15, 2024, Mr. Bron
- i.* The Stallion Committee presented a motion to accept the New Paris Equine Center for the 70 day testing venue. The committee was unanimous for nay, the motion did not carry.
- ii.** **A motion to accept Peterbaugh for 70 day testing was made by Mr. Bron and the motion was seconded by Ms. Miley.** This venue is in Michigan and will be easily accessible to Mr. Hartle and Mr. Zijlstra. **A vote was taken, and it passed unanimously.**
- iii.* Official Testing Timeline – (Per KFPS)
1. March 1 - First official training day
  2. April 1- First presentation day
  3. May 1 - Second presentation day June 3rd - 3rd presentation day in person with judges
  4. June 4th - Registration for 70 day test
  5. June 5th - 1st day of 70 day test
  6. July 8th - Saddle Test/Midterm
  7. August 5th - Final examination
  8. Ms. Piascik will work with the committee on IBOP training and testing be offered at the site to reduce costs. It was asked if other trainers could



come for the IBOP opportunity. This needs to be vetted through the Stallion Committee – this is an action item.

d. Inspection Committee – Ms. Clough

- i. Inspection Committee February 7, 2024, and February 13, 2024 – Ms. Clough
  1. Ms. Clough provided background information on the committee's selection process for 2024. (The Selection Process Tracking document is on page 122 in the packet.) This template will be slightly revised and used moving forward.
    - a. Selection factors include historical entry numbers by site (financial consideration), participants' feedback, extreme climate challenges, special considerations, and underserved regions.
    - b. With this background, 17 inspection sites were ultimately recommended.
    - c. To address significant concerns about the underserved southeast region, two sites were compared, North Carolina and Tennessee.
      - i. These two sites are 2.2 hours apart.
      - ii. North Carolina had an inspection in 2023, Tennessee did not.
      - iii. Mr. Tice generated maps to illustrate travel times to these sites. The panhandle distance was seven hours to Tennessee and nine hours to Tryon. He remarked that the choices were data driven. Ms. Clough thanked Mr. Tice for his efforts.
      - iv. For background, the North Carolina request was discussed on two occasions by the committee, but the decision was unanimous not to support it. However, the committee made a unanimous decision to support the Tennessee site. **A motion to approve the Tennessee application to cover the underserved area in the southeast was made by Ms. Clough for 2024. The motion was seconded by Ms. Thomas.** The possibility of having an IFSHA event in September was discussed as it relates to Inspections. IFSHA is planning a 20<sup>th</sup> anniversary in September. It was noted that Tryon had thirty horses in 2023. Mr. Tice commented that the KFPS could accommodate the 25<sup>th</sup> of September. Ms. Clough clarified that Tennessee offered to sponsor a 2024 Inspection during the site host meeting. The committee reached out to them to submit an application in order to better serve the southeast. She remarked that the committee's decision was data driven. **A vote was taken, and it passed unanimously.**

## 2. Private Venue Requests

- a. Iron Springs Farm, Coatesville PA. It was noted that Iron Springs Farm has a long and consistent history of successful Inspections at their venue with no participant complaints, no venue charge, and reasonable stall fees. **A motion was made to approve Iron Springs Farm was made by Ms. Clough. It was seconded by Ms. Dumford. A vote was taken, and the motion passed unanimously.**
- b. Lorrick Stables, Youngstown NY. For background, Mr. Butts was asked to submit the application to ensure Circuit 1 would be workable. When scheduling sites for 2024, there were only three sites in Canada. We needed an additional northern tier site in the United States to make the Circuit economically feasible. Mr. Laude had reached out to Mr. Butts and then to Ms. Piascik to coordinate the last leg of the circuit. Circuit 1 was subsequently structured with British Columbia, Alberta, Ontario, New York, and then New England.
  - i. The private venue request was based on the findings that Erie County Fairgrounds (20 miles south of Buffalo) did not have availability for the assigned date. Second, the Niagara County site was considered subpar for an Inspection. It did not have room for spectators, and it was a pole barn structure with no windows.
  - ii. It was recommended to review the fee schedule, are there any possible fee reductions.
  - iii. **A motion to approve the Lorrick private venue application in New York was made by Ms. Clough. Ms. Clough is responsible for working with the submitter on the fee structure. Ms. Piascik seconded the motion.** It was asked if the site host is an Inspection Committee member. It was expressed we need to be cautious and ensure there is no conflict of interest. **The motion passed unanimously.**
- c. Signature Friesians, Baldwin Kansas. For background, there are no other venues in this area that would work for an inspection. Signature Friesians has been hosting for 15 – 20 years, they have never had a complaint. They are limited in capacity to 30 horses, they can take a few more with IBOPs. Ms. Clough reported that they have always heard it was a great Inspection site from attendees. Costs are well managed. The Inspection Committee members fully support the Kansas Private Venue request.
  - i. **A motion was made by Ms. Clough to approve the Private Venue request for Kansas. Ms. Miley seconded**

**the motion. A vote was taken, and it passed unanimously.**

**VIII. Review Items – Mr. Smith**

- a. 2025 FHANA AGM Expectations – Mr. Tice
  - i. If we change our plans a cancel fee will be charged.
  - ii. AGM planning has started for our next event. Mr. Tice indicated that we would have a strategic planning session, five years have passed, and it is time to revisit it.
  - iii. We need chapters to participate and support the event, we need to make the event worth coming to.
  - iv. It may be best to cancel the contract. We have \$25,000 for food and beverage, which is obtainable. The rooms are the issue – there is a \$6,200 cancellation fee, we have a \$12,000 exposure. We have until December 28 to make a decision; it is something to think about soon. Mr. Smith advised we keep our contract and mitigate the unfilled rooms, reduce it by 15%. We need to be creative with fees and food/beverage. To get members to sign up we could offer an early bird special. It was noted that there are no horses in that area. Given that we could consider an offsite tour to a scenic area. This event will be February so it was questioned if there could be a temperature impact.
  - v. Mr. Tice informed all we have about a hundred attendees at this event, that we did not meet the number of hotel rooms reserved at the Marriot. He is working with the hotel to see if he negotiate a compromise on the rooms not booked though Marriot's special offer. There is a \$7,000 fee for hotel rooms not booked – we did not hit the goal. This is due in part to members booking through Price Line and other sites; this caused us to not hit our reservation target. Another option we could negotiate with the Marriot – push the rooms into the future for another event. We are \$8,000 short for food and beverage, this will up the options for food and beverage services during this event. The AGM was only one day this year, it was speculated that maybe members did not want to come for a short event.
- b. Bylaw Change and Voting – Ms. Thomas
  - i. Results - 163 yes, 26 no. It passed with 86% we needed 75%. It is now the bylaw.
- c. Grievance Policy Update, Rules & Regulation – Ms. Thomas
  - i. The current grievance was completed.
  - ii. Moving forward, the Rules and Regulations Committee will need to review the policy and process – this policy needs to be clarified and needs to be more specific.
  - iii. It was asked if we should suspend the policy until it is done. We should have a due date on its completion. **Ms. Thomas made a motion to suspend the policy until it is rewritten. Ms. Clough seconded the motion.** Mr. Bron advised we have a due date set.

- iv. The question was asked if we even need such a policy, we are not an enforcer. It was noted that suspending it helps us get through the review and editing process. Ms. Dumford commented there is a lot of issues with the current grievance policy, it takes up the Board's time to deal with personal issues. She noted that it may or may not come back into operation, there is a lot of issues with this. It was advised that we have a time limit of six months for the grievance recommendations. Ms. Miley agrees with the timeline. She is torn with the current policy and no policy in the interim. Ms. Piascik was in favor of the timeline, and to keep it during the process. Mr. Bron questioned if we even need it given we are charged with governing. It was also noted that we need objective people to review grievances. Ms. Thomas noted that the FMC chairperson, or the office can receive grievances and from there, the Board appoints a committee to investigate it. The Board has input to determine who are the best members to select for the grievance investigation. After the review is complete, the committee submits a report, and the Board has the final say on how it is handled. **An amended motion was made by Ms. Thomas to suspend the policy for six months and for the Rules and Regulations Committee to rewrite the policy. Ms. Dumford seconded the motion.** Ms. Clough asked that they also include the pros and cons of having such a policy in place. **A row call vote was completed, and the motion failed to carry.**
- d. Board Meeting Recordings – Mr. Smith commented that typically only six FHANA members view the video recordings. FHANA was advised by organizational consultants in the recent past not to record Board Meetings, that it was not the right thing to do. **Ms. Piascik made a motion to keep recording and posting the meetings on the FHANA website. Mr. Bron seconded the motion.** Ms. Dumford recalled that we had to record meetings in the past due to issues what were actively occurring, also that the FHANA consultants said it was a terrible idea. She likes the transparency it provides but conversely it negatively impacts on open discussions. Directors may not want to speak up. Ms. Thomas agrees with Ms. Dumford. It is noted this is a trust issue, but we have minutes members can review. It was noted that the recordings were needed during that difficult time and now times have changed. **A vote was taken, and one Director voted yay and the remainder all voted nay. The motion did not carry.**

#### IX. Discussion Items – Mr. Smith

- a. Thanks were extended to Ms. Thomas and Ms. Dumford for their service on the Board.
- b. A welcome was extended to Katie Wenger and to Beverly McGowan.
- c. Officer Nominations
  - i. President – Mr. Smith
  - ii. Vice President – Ms. Miley
  - iii. Secretary – Ms. Wenger
  - iv. Treasurer – Ms. Clough
- d. 2024 regional areas were assigned to Board Members and will be published on the website.

- e. Grievance discussion.
  - i. CLOSED SESSION
  - ii. RETURN TO OPEN SESSION

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

- a. There is a webinar scheduled on March 7, 2024, on Advanced Equine Reproductive Techniques by Dr. Loncar offered by the Health Committee
- b. There is also a related article written by Mr. Julius on his experiences with ICSI that will be published in the next issue of FHANA magazine.

**XI. Action Items – Ms. Clough**

- a. FMC recommended committee guidelines to be sent to the Rules and Regulation Committee for discussion and possible implementation – New Committee Liaison
- b. Sponsorship and Events Committee to see if they can find interested parties to sponsor translation expenses. - Ms. Piascik
- c. Membership Committee to examine memberships and into getting people to renew or sign-up. – Ms. McGowan
- d. Coggins recommendation to the committee for clarification and further refinement. – Ms. Clough
- e. Rules and regulations to examine the physical attendance requirement for AGM Board members moving forward. – New Committee Liaison
- f. Chapter renewals are coming due. - Ms. Miley will remind FMC representatives.
- g. Educational information needs to be developed for a vote on BBII. – Mr. Smith to take this action item back to the committee.
- h. The Stallion Committee is to address the IBOP questions relating to training and judging at the 70 days testing to help offset costs. – Mr. Bron
- i. New York Private Venue Request – Ms. Clough to have conversation with submitter on options to reduce costs.
- j. Directors to provide direction to the AGM Committee on Reno - Directors.
- k. Cancel and renegotiate contract for the AGM venue – Mr. Tice
- l. Negotiate Marriott Griffin room fees – Mr. Tice
- m. Rules and Regulations to revise the Grievance Policy/Procedures within six months or less – New Committee Liaison
- n. Begin work on identifying a 2026 AGM location and identify chapter(s) to host. – AGM Committee.

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

- a. Board members remarked that it went well, there was a lot of topics to cover. The meeting went over because of the amount of content on the agenda. The meeting was found to be productive and that we need to be more to the point. The benefits of a face-to-face meeting were noted. It was advised that we skip going around the room to get Directors' opinions, if they are the same we could skip that individual and move on

to the next to save time. Better preparation is needed, we should do more pre-work for efficiency.

**XIII. Good of the Order**

- a. Next meeting: Next meeting: March 19, 2024, at 6:00PM EST. Next meeting: Tuesday April 16, 2024, at 6PM EST

**XIV. Adjourn**

- a. The motion to adjourn was made by Ms. Clough. The motion was seconded by Ms. Piascik. The meeting ended at 5:30 PM EST.