



Board of Directors Minutes

April 27th, 2018 10:00 AM EDT in person & via teleconference

A. Welcome & Call to Order - Dr. Rosanne Palermo, President

i. In attendance: Dr. Rosanne Palermo, President, Charlotte Dumford, Secretary, Angie DePuydt, Treasurer, Eric Smith, Director, Barb Renico, Director, Jason Tice, Executive Director, Allison Thomas, Director via phone. Absent with notice: Jennifer McClelland, Vice President

ii. Identify conflicts of interest-Mr. Smith and Ms. DePuydt identified possible conflict with ABFP testing.

B. Secretary's Report - Charlotte Dumford, Secretary

i. Motion made by Ms. Dumford to accept the Minutes dated March 20th, 2018. Motion seconded by Mr. Smith. Motion approved unanimously

C. Matters arising from the Minutes

D. Correspondence

E. Treasurer's Report-Angie DePuydt, Treasurer

i. Ms. DePuydt presented the Financials for March 2018

Balance Sheet:

Total Assets: \$429,119.80

Total Liabilities: \$1,720.00

Total Liabilities & Equity: \$429,119.80

Ms. DePuydt reported that she will give a first quarter report during the Finance Committee report later in the meeting. Mr. Tice reported that he has voided off the outstanding membership renewals that have not been paid for this year. These members no longer have access to the website. **Also noted in the financial recap: 83 horses have been imported, Y-T-D.** Mr. Tice asked for assistance in contacting 4 members with outstanding debts to FHANA. The board members agreed to contact the members. Motion made by Ms. DePuydt to accept the treasurer's report as presented. Motion seconded by Ms. Dumford. Motion approved unanimously.

F. Executive Director's Report – Jason Tice



Mr. Tice reported our membership total was 1196. We did see some renewals come in due to the cold calling that took place. Unfortunately, we did not see the spike that we expected. Mr. Tice has hired an intern for the summer. This is a credit intern, and he is required to work 144 hours. This will equal about 7-9 hours a week throughout the summer. This person will help us with some Marketing Strategies while also gaining some real-world experience. The intern, whose name is Dylan Frazier, will participate in several committees including Marketing & Central Mare Show. Mr. Frazier will start the week of May 7th. Mr. Tice has received some microchip samples, and he will most likely be switching to these new chips. They are \$6/chip vs. the \$12 that we are currently paying. We sent a few to Iron Spring Farm to sample in their horses. Mr. Tice does not see any downside to switching to the new chips. They have the same number of identification codes. Our current chip readers do read these, and most veterinarian chip readers will also read these. Mr. Tice suggested budgeting for 2019 to purchase 2 new chip readers at a cost of \$289/each. Ms. DePuydt brought it to my attention that some clarity was needed on how to achieve the sport predicate. Mr. Tice has changed the forms slightly to read: Please include copies of the fronts of the test sheets that include Judge's Signature, Horse and Rider's name, Competition name and final score. Requirements to Qualify: Five scores must be 60% or higher at Third Level or above from three different Registered (R) or higher Dressage Judges. Multiple scores on the same day are allowed.

G. Committee Reports

i. AGM Committee (Charlotte) Ms. Dumford presented the minutes dated April 5th, 2018. The committee is currently working on speakers for the event. Ms. DePuydt requested that the budgets for each committee be included with the minutes as they are developed.

ii. Marketing Committee (Allison) Ms. Thomas presented the minutes dated March 28th & April 18th, 2018. Motion made by Ms. Thomas to discontinue the distribution of the Membership cards in favor of a more useful, less expensive member benefit to be determined. Motion seconded by Ms. DePuydt. Motion approved unanimously.



The board strongly agreed that any group receiving money and/or marketing tools such as the FHANA booth, brochures, etc., must take photos and prove the use of money and/or FHANA marketing tools

iii. Inspection Committee (Eric) Mr. Smith presented the minutes dated April 10th, 2018. Motion A: **Motion made by Mr. Smith to reimburse Kay Veinotte \$200 for her deposit on facility. Motion seconded by Ms. DePuydt. Motion approved unanimously.** Motion B: **Motion made by Mr. Smith to accept the amended Inspection Handbook IBOP descriptions as presented. Motion seconded by Ms. Thomas. Motion approved unanimously.** Please see the changes included with the minutes. Motion C: **Motion made by Mr. Smith to accept the changes to the Inspection Site Host Manual as changed. Motion seconded by Ms. DePuydt. Motion approved unanimously.** Ms. Thomas suggested a code of conduct be added to the Site Host Manual. To move this along, it was determined an addendum be adopted and sent out to the site host later to be included in the manual for 2018.

iv. Membership Committee (Jennifer) Mr. Tice presented the minutes dated March 26th, 2018 on behalf of Ms. McClelland

v. Education Committee (Charlotte) Ms. Dumford presented the minutes dated April 12th, 2018. Mr. Dumford reported the KFPS has agreed to two level one education courses this year to be taught by Wil Thijssen in conjunction with the Inspection circuit. The first will be in Nevada, followed by one in Alberta. The details are still being worked out.

vi. Central Mare Show (Charlotte) Ms. Dumford presented the minutes dated March 27th, 2018. Ms. DePuydt requested that the budget be submitted with future committee reports. **Motion made by Ms. Dumford to allow 1e/2e two-year old mares into the 2018 mare show. Motion seconded by Ms. DePuydt.** The board raised concerns regarding allowing 2e mares. **Ms. Dumford amended the motion to allow only 1e two-year old mares into the 2018 mare show. Ms. DePuydt seconded the amended motion.** There was a discussion regarding whether to include previous year's 1e mares, now three, and if so, in what category. It was determined to send this motion back to the committee for clarification. This motion has been tabled for further discussion.

vii. 35th Anniversary (Allison) Ms. Thomas presented the minutes dated March 28th, 2018. Ms. Thomas reported that the committee is going to work with the editors of the Pырso to focus on the history of FHANA.

viii. Finance Committee (Angie) Ms. DePuydt presented the minutes dated April 19th, 2018. Please see the proposal for consideration.

i. 1st Quarter Financial Recap



Total Income: \$206,299.25
Total Expense: \$136,439.66
Net Income: \$69,859.59

The Committee is making some recommendation to amend the budget to save money for the year for an unexpected expense. **Motion to accept the proposal as presented and adopt the changes to the 2018 FHANA budget. Motion seconded by Ms. Renico.** Mr. Smith recommended that the committee come up with a secondary plan. Mr. Tice reported back that the committee has identified 3 other items that could be considered if needed. Mr. Smith asked for those items to be identified in a dollar amount. **Motion approved unanimously.**

ix. Editorial Committee (Angie) Ms. DePuydt presented the minutes dated March 15th & April 19th, 2018

x. Breeding Committee (Allison) Ms. Thomas presented the minutes dated April 9th, 2018.

xi. Ad hoc Committee (Eric) Mr. Smith reported on the membership drive that is currently in progress. The board discussed sending out a personal email to each expired member they were having difficulty contacting. Mr. Smith thought it was best that this action be sent to the membership committee. The board was in favor of this action. Further, the board advised creating a voicemail and email script to facilitate this contact. The previous incentive to renew membership was eliminated.

xii. FHANA Member Council. (Angie) Ms. DePuydt presented the minutes dated March 21, 2018 with the following items: 1. Revised "New" Chapter application 2. Revised Chapter Bylaws **Motion made by Ms. DePuydt to accept the changes to the Chapter application and Chapter Bylaws. Motion seconded by Mr. Smith.** Mr. Smith commented that he liked the Chapter Code of Conduct and would like to adopt the same Code of Conduct for other areas such as Inspections. **Motion approved unanimously.** 3. FHANA Chapter of the Year form 4. Chapter of the Year Example form. **Motion made by Ms. DePuydt to accept the changes to the Chapter of the Year forms. Motion seconded by Ms. Thomas. Motion approved unanimously.** **Motion made by Ms. DePuydt that FHANA post import data on the website including BBook horses. Also, that the Education Committee or a body develop educational material for the non-Friesian consumer on premiums and registries, and finally, determine the potential to increase funding.** **Additionally: (In regard to Motion) That FHANA review their marketing budget and seek additional resources in support of this initiative.** After discussion, the board determined this motion be sent back to the committee for further development and discussion.

xiii. Health Committee (Allison) Ms. Thomas presented the minutes dated March 22, 2017.

H. Review Items

i. ABFP Cost for testing in the Netherlands (Jason) Discussion on the fees charged for horses being tested in the NL. FHANA charged the stallion owners what the KFPS charged FHANA. It was previously discussed that FHANA would charge the stallion owners the \$1300 that is charged here in North America. This would result in a refund to both Jack Vanderkooy and Lana Markey in the amount of \$1950. **Motion made to reimburse Mr. Vanderkooy and Ms. Markey the amount of \$1950 for horses that attended ABFP testing in the Netherlands. Motion seconded by Ms. DePuydt. Motion failed unanimously.**

I. Discussion Items

i. Stallion Testing (Rosanne) Dr. Palermo updated the board on the new process for stallion testing procedures. Stallions can now be brought to an inspection as 21/2-year-olds. These stallions will be seen in category 16; however, they will not be eligible for a ster at this initial inspection. If the jury likes a stallion, they can make a recommendation to the stallion committee to review the X-Rays and Semen. During this inspection process, the owners would also be required to send in videos of the horse. The stallion jury will then review these videos of the stallion on 3 separate occasions to determine if the stallion will be invited to the 70-day test. The stallion would receive ster when they arrive at the 70-day testing facility. The other option is to attend the ster inspection, which is category 17, but they would be required to wait until the following year to attend the stallion testing.

ii. ABFP Testing (Rosanne) Dr. Palermo updated the board on the ABFP testing which could begin in July and end approximately 2 weeks before the 2018 inspection. This schedule was recommended by the jury and the trainers because training the horses in the summer will be better and not take as long to prepare the horses. The board agreed with this new procedure for 2018. The facilities are still being investigated with more information soon to come.

iii. Proposal from Angie DePuydt. Please see the proposal for consideration from Ms. DePuydt to review.

Ms. DePuydt, along with Ms. Thomas, submitted 5 proposals for consideration.

Proposal 1:

Motion by Ms. DePuydt that the FHANA Board publish its meeting agenda on the FHANA website prior to its meetings. Motion seconded by Ms. Thomas. Motion passed unanimously.

Proposal 2: That the FHANA Board allow members to call in to listen to monthly board meetings with written notice.

The Board determined this proposal would require a bylaw change and was withdrawn by Ms. Thomas.



Proposal 3:

That the FHANA Board establish a grievance committee of five members and one Board liaison. The Board discussed various ways to establish a committee to handle and refine the grievance process. This proposal was tabled at this meeting but scheduled for further discussion and development.

Proposal 4:

Motion by Ms. DePuydt that the FHANA Board develop a bylaw change to establish a process for a FHANA Board of Directors member to be recalled by a vote of the FHANA membership. Motion seconded by Ms. Thomas. Dr. Palermo called a vote by the quorum, including Mr. Smith, Ms. DePuydt, Ms. Dumford, and Ms. Thomas. The President also voted. Motion passed unanimously.

Proposal 5:

Motion by Ms. DePuydt that the FHANA Board clarify the language in the FHANA bylaws, 6.4, Item 4, which currently reads:

“To avoid conflicts of interest, nominees for the Board of Directors shall not be board officers for any other horse related association for a period of one (1) year prior to receiving a nomination to the Board and shall not serve as a board officer for any other horse related association while serving on the Board, if elected”. **Motion seconded by Mr. Smith. Motion passed unanimously.** Dr. Palermo assigned Mr. Smith and Ms. DePuydt to propose a language change to clarify this issue.

J. Board Round Table Discussion

i. Ms. Renico reported that Equine Affair in Ohio was overall a success with the turnout of horses that attended. Ms. Renico reported that she and Mr. Tice are working on a generalized script that focuses on the horses for future events. Ms. Renico assured the Board that the complaint via email from an attendee regarding the Friesian demonstration was, in fact, a demonstration by another Friesian group, not FHANA. Dr. Palermo requested Mr. Tice write a letter of response to the individual who was upset about the performance of this other Friesian group at the Equine Affair in Ohio.

K. Good of the Order

- i. Next Meeting May 15th, 2018 at 1:30PM EDT via Teleconference
- ii. Future Meeting June 19th, 2018 via Teleconference.

L. Adjourn



Mr. Smith motioned to adjourn. Ms. DePuydt seconded the motion. Meeting adjourned 2:54 p.m. EDT.