



THE

*Friesian Horse*

ASSOCIATION OF NORTH AMERICA

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*A member of the National Horse Center*

## **Board of Directors**

February 5th, 2015, 1:30PM EDT

**No Consent Agenda**

### **A. Welcome & Call to Order - Marc Dileo, President**

i. Meeting called to order at 2:38PM EST

ii. In attendance: Marc DiLeo, President, Sally Lawing, Vice President, Barb Renico, Secretary, Tim Sherman, Treasurer, Jack Vanderkooy, Director, Beth Sharp, Director, Will Bron, Director, Executive Director, Jason Tice, Gerben Steenbeek, Director Elect, Amy Austin, Director Elect

iii. Jack Vanderkooy identified a possible conflict of interest in the agenda item F. c. 2015 ABFP Update.

### **B. Secretary's Report - Barb Renico, Secretary**

i. Approval of minutes dated January 20th, 2015. Motion made by Mr. Vanderkooy to accept the minutes as presented. Motion seconded by Mr. Sherman. Motion approved unanimously.

### **C. Treasurer's Report-Tim Sherman, Treasurer**

i. Financial Report for Year End 2015.

### **D. Executive Director's Report - Jason**

Mr. Tice reported as of 2.1.15 the FHANA membership total is 846 which leaves us at 1026 still to renew. A renewal notice did go out to the membership and we did see a good response over the weekend. Lori Neagle continues to train and is coming along nicely. The membership has been very understanding during this change in personnel. Mr. Tice reported the office has had one training issue in regards to processing of transfers. This is an issue that we are working with the KFPS to correct the issue. Mr. Tice is sure that Lori will not make this mistake again in the future. Currently we do not have any DNA issues. Breeding certificates have been mailed out to the membership. Mr. Tice reported that he is concerned about this process as we did log over 450 breeding's and we only received 185 certificates. The KFPS has told me that when there is an issue, then we can correct it and send them a certificate at that time. This tells me that we need to definitely move forward with the online changes soon. Mr. Tice has had the discussion with Ids Hellinga, Executive Director of the KFPS and they have included FHANA in an email that gets sent to the member when they do register online for this year. This will act as our notification to contact the member for payment and start the process. Ids did feel we can make this change for 2016 and start the process to move to only utilizing one database for the future. Mr. Tice believes a committee might want to be formed or assigned for this process and we start making the transition now. Ms. Lawing recommended that an email be included in the next newsletter.

## **E. Committee Reports**

a. Marketing/Membership committee-Mr. Sherman updated the Board on the committee.

b. 2016 FHANA AGM-Motion made by Ms. Sharp to have the 2016 FHANA Annual General Meeting in Texas. Motion seconded by Ms. Renico. Motion approved unanimously and an announcement will be made during the 2015 FHANA AGM.

c. Keuring Committee-Ms. Sharp presented the revised 2015 Keuring dates and finalization of sites.

## **F. Review Items**

a. **KWPN-NA Update**-Mr. Tice reported this project is still in the building phase. We are getting very close in conducting our first test of the system. With the AGM he has not spent much time on the project, and the KWPN-NA has been very understanding of the transitions that have been taking place in the FHANA office.

b. **Keuring Incentives**-Ms. Lawing reported that she has had a great response from the stallion owners in offering incentives for the membership to bring their horses to the upcoming inspections. Many of these incentives have been posted on the stallion owner's websites, Ms. Lawing is working on an ad with Laura Zugzda and it will be included in the next issue of the magazine.

c. **2015 ABFP Update**-

Mr. Vanderkooy reported the KFPS would like for FHANA to use Doeke Hoekstra for one week in February for the driving training in Michigan. The judges have concerns regarding the driver and his ability to have the horses ready in a short amount of time. Mr. Vanderkooy reported the cost for Doeke to assist in this training will be approximately \$3,500.00 and recommended the money should come from our offspring testing account with has approximately \$21,000 available. Motion made by Ms. Lawing to accept the recommendations to pay up to \$3,500.00 to Doeke Hoekstra for his assistance in the ABFP testing and utilize the money available from the Offspring Testing account. Motion seconded by Mr. Bron. Motion passed unanimously. Mr. Vanderkooy abstained.

#### **d. Review Employee Health/Dental/Life Insurance Policy**

Current Policy: FHANA provides a cafeteria style Benefits package. The FHANA will provide up to \$250.00 a month to be used for Health Insurance, Dental Insurance and Life Insurance. All Full-Time/non-introductory employees will be given the opportunity to choose the best individual health care that is provided from Anthem Blue Cross Blue Shield. All employees will be eligible for these benefits following their introductory period. An employee's family can be added on to the individual's benefit package, but will be at the expense of the employee. All benefits will be terminated upon the resignation or termination of the employee. These benefits will end the first of the month following termination or resignation. Upon resignation or termination, all employees will be offered COBRA insurance at their expense.

Health Insurance from FHANA for Jason currently as of 2015. The FHANA Board agreed to pay for all of Jason's health insurance with the exception of \$50 which would be paid from Jason through payroll. How does the board wish to proceed with this policy in regards to the employee handbook? Options are to set up a "Memorandum of Understanding" that would supersede the Employee Handbook, or make a change to the employee handbook with this change in employee benefits. It was determined that a memorandum of understanding be developed and voted on during the March 2015 FHANA Board Meeting.

**e. Vanderploeg North America Breeder Award**-Mr. Vanderkooy presented the revised award criteria. Motion made by Mr. Vanderkooy to accept the revised criteria as presented. Motion seconded by Ms. Sharp. Motion approved unanimously.

## **G. Discussion Items**

#### **a. Recognition of 2014 FHANA Board of Directors Marc DiLeo & Will Bron**

i. Mr. Tice recognized Mr. DiLeo and Mr. Bron for their time and service while serving on the FHANA Board of Directors. Mr. DiLeo and Mr. Bron were excused from their service.

#### **b. Presentation of the 2015 FHANA Board of Director**

i. Mr. Tice introduced Ms. Austin and Mr. Steenbeek as part of the 2015 FHANA Board of Directors.

#### **c. 2015 FHANA Officers-**

i. President-Nominations were open for the position of president. Ms. Sharp & Mr. Vanderkooy were both nominated for the position. Both were given a chance to

speak as to why they would be the best choice for the position. In a vote which resulted in 4 votes for Ms. Sharp and 3 for Mr. Vanderkooy. Ms. Sharp was elected as the President of the association.

ii. Vice President-Nominations were open for the position of vice president. Ms. Lawing was nominated. With no other nominations, Ms. Lawing was appointed as the vice president of the association.

iii. Secretary-Nominations were open for the position of secretary. Ms. Austin was nominated. With no other nominations, Ms. Austin was appointed as the secretary of the association.

iv. Treasurer-Nominations were open for the position of treasurer. Mr. Sherman was nominated. With no other nominations, Ms. Sherman retained his position as treasurer of the association.

**d. New Capitalization Policy** Mr. Tice reported the IRS has adopted a new policy in regards to what can and can't be capitalized in regards to office supplies. FHANA needs to set a policy if you would like items purchased over \$200 to be capitalized or items over \$500 to be capitalized. This policy needs to be in place for us to be in compliance with the IRS rules that were passed this past quarter. A new form 3115 must be changed and filed with the IRS to be in compliance for 2015.

## **H. Action Items**

i. Motion made by Ms. Lawing to accept the new capitalization policy of \$500.00 to be in compliance with the new regulations of the IRS. Motion seconded by Mr. Steenbeek. Motion approved unanimously.

## **I. Board Round Table Discussion**

### **J. Good of the Order**

a. Next Board Meeting

i. Date - Tuesday March 17, 2015 at 1:30PM EDT

### **K. Adjourn**

Motion made by Mr. Vanderkooy to adjourn the meeting. Motion seconded by Mr. Steenbeek. Meeting adjourned at 4:15PM EST.