

## **USIHC BOARD OF DIRECTORS MEETING MINUTES of MARCH 18, 2008**

**Members present** - Laura Benson, Asta Covert, Anne Elwell, Ed Hilgaertner, Kathy Love, Karen Olson-Fields, Kari Pietsch-Wangard, Katrin Sheehan, Bernie Willis

**Regional Club Observers** - Annette Coulon - Kraftur, Alys Culhane - Alaska Icelandic Horse Assn.

President Bernie Willis brought the meeting to order at 8:05 PM CST. Bernie welcomed newly elected Board members Kathy and Karen. By consensus, the Board decided to hold the Election of Officers portion of the meeting first.

### **Election of Officers –**

The position of President was the first office discussed. Bernie began by saying that he had enjoyed the past year as president and also admitted that he had caused some friction which he regretted.

Item #4 under “New Business” from Ed Hilgaertner requesting Bernie’s resignation as Board President was discussed. Ed’s main issue was that Bernie had copied a portion of a private Board email from Ed and used it in an email on the Forum list. In the past, the Board had discussed the importance of keeping the Board emails private and confidential in order to promote open candid debate among Board members. Even though an official policy was never put in place due to the fact that a Board member’s emails can never be 100% private, (especially if a computer is shared in a family), Ed felt that Bernie had violated this trust. Bernie and the rest of the Board agreed that it is inappropriate for any Board member to take any of the Board email postings onto other email lists.

Bernie said he would like to continue as President unless someone else was interested. No one came forward and Bernie was elected Board President by unanimous vote.

Anne Elwell was nominated to the office of Vice President and was unanimously approved.

Bernie asked Ed Hilgaertner if he would be interested in continuing on as Treasurer. Ed accepted the position and was unanimously approved.

Kari Pietsch-Wangard was asked to continue on as Secretary. Kari agreed and was elected by unanimous decision.

To Re-cap:

President – Bernie Willis  
Vice President – Anne Elwell  
Treasurer – Ed Hilgaertner  
Secretary – Kari Pietsch-Wangard

### **Committee Chairs and Liaisons -**

Discussion followed regarding committee chair positions. Even though Sandie Weaver was no longer on the Board, Bernie had asked her if she wished to stay as Youth Committee chair. Even though she did not respond directly to Bernie, Sandie had indicated to other Board members that she would not continue on with the Youth Committee. Because of its importance, the Board felt that a Board member should chair this committee. Laura Benson was suggested as chair of the Youth Committee. Laura said her interest with the youth is very strong but was concerned about the size of the job. She wants to include Nicki Esdorn, Susan Milloy and Susan Peters who have been very involved with the youth in their part of the

country as part of this committee. The Board wholeheartedly approved Nicki, Susan M. and Susan P. but also suggested that Laura recruit additional Youth committee members from other areas of the country not represented such as the Midwest.

Laura said she would chair the Youth Committee as long as she has a strong committee to back her. Laura was unanimously approved as Youth Committee Chair.

Kathy Love suggested that it was also important to include some youth members on this committee. Kevin Draeger had recently proposed that the Youth Committee include a youth member to represent them. The Board completely agreed and also felt it should not be limited to just one youth member.

Andrea Barber had mentioned as part of her report that she would like to step down as the Pleasure Riding Committee Chair and not run the PRP program. Karen Olson-Fields said she would like to take that position and was unanimously approved.

Andrea also requested that she remain as chair of the Regional Club Committee but would need a liaison from the Board. Karen offered to take that position as well and was approved unanimously.

Kathy Love was suggested as the Promotional Committee Chairperson. Laura promised to help Kathy in any way she could, especially with the brochure which is almost ready for print. Kathy agreed and was approved unanimously.

The rest of the committee and liaison positions remained the same.

At this point Katrin Sheehan was excused from the balance of the meeting.

#### **Secretary's Report (Kari Pietsch-Wangard)**

The minutes from the February regular BOD meeting have been approved and posted on the website. Minutes from the Closed Session have been approved but not yet posted. Minutes and PowerPoint slides from the 2007 Annual Meeting have also been approved and posted on the website. We are 100% caught up!

#### **Treasurer's Report (Ed Hilgaertner)**

2/1/08 Opening balance \$23,088.41  
2/29/08 Closing balance \$19,052.31

#### **Registrar's Report (Asta Covert)**

2/1/08 Opening balance \$69,611.08  
2/29/08 Closing balance \$71,106.93

The combined Income/Expense report for January and February had been sent to the Board members prior to the meeting. In the future a year-to date report as well as a report for the current time period will be provided to the Board. There were no questions regarding the report submitted.

### **COMMITTEE REPORTS:**

**Breeding Committee Report (Katrin Sheehan) No report submitted.**

#### **Competition Committee Report (Heidi Kline, Asta Covert liaison)**

The Sport Committee would like to deem the Competition Seminar given by Uschi Heller-Voight in May at Flying C Ranch as qualifying for the prerequisite to be on the Sports Committee. We feel that her focus

on the FIPO and competition areas will suffice. We don't want to limit people on the committee but also want those on the committee making educated decisions.

Votes for: Heidi, David, Andrea, Asta, Sverrir, Anne-Marie, Will, Alex, Anne, Sara, Kathy, Bernie

No votes against. Only one person did not vote or voice an opinion. That was Dan Riva.

There were no arguments against this.

***The Board is in unanimous approval of this event qualifying participants for the Sports Committee.***

**Constitution Review Committee Report (Kari Pietsch-Wangard) No report submitted.**

**Education Committee Report (Alexandra Pregitzer, Bernie Willis liaison) No report submitted.**

**Pleasure Riding Committee Report (Andrea Barber)**

All the 2007 winners have been tabulated. David Kline will announce the winners at the dinner following the annual meeting. Shortly thereafter the full results will be published on the USIHC website and all the winners will be personally contacted. I am in the process of ordering the medals and jackets for the annual winners, as well as the vests for those that have reached the 1,000 hour mark. I will probably need to make those purchases before the April board meeting so I would appreciate it if these decisions could be made by the board via e-mail as they should be very straightforward.

***It was explained that Iceline no longer donates the winner's jackets. Therefore the cost for the prizes has increased dramatically. While the Board has every intention of approving funding of the PRP prizes, they first need to know what those costs will be. Otherwise it would be a "blank check" approval. Karen will contact Andrea to get a report specifying the awards and their cost for the Board to approve.***

The prize for the 2007 Regional Club PRP winners needs to be determined. I would like to propose that all PRP participants in the regional club this year receive riding gloves from Mountain Horse ([http://www.mountainhorseusa.net/spring\\_crochet.html](http://www.mountainhorseusa.net/spring_crochet.html)). As you know Mountain Horse sponsors the PRP and as such we receive a 50% discount off the suggested retail price. So each pair of gloves would cost us approximately \$10. I feel this is a nice prize at a reasonable cost that would certainly be appreciated by the recipients. I would like to ask the board to approve this prize.

***It was clarified that Andrea meant that each member from the winning regional club receives a prize. Since we have no idea of the number of eligible members, it is hard to approve the cost. Karen will contact Andrea for a total number of members and what the cost will be if the gloves are the prize.***

Lastly, I have decided that I no longer want to continue running the PRP at this time. While it is extremely rewarding this program has the bulk of its work during the exact same time of year as the Regional Club program and has put a real strain on me. I would rather turn this program over to a new person and instead concentrate my efforts on the Regional Club program. Running one program/committee, I think, is really more than enough. I am willing to continue to finish off this last year (2007) with the PRP making sure that all the winners receive their awards, taking in as many of the 2008 renewals as possible, etc. but then I would like to turn it over to somebody else. The target date for a full transition will be by June 1st. Perhaps one of the new board members would like to chair this popular program. If not, I am sure the board will be able to select a person that will do this position justice.

***The Board approved Karen Olson-Fields as the Pleasure Rider Committee Chair. In the future, the Board would like an Annual report from the PRP chair showing the number of participants enrolled, the total income and the total expenses related to that year's program.***

**Policy and Procedure Committee Report (Anne Elwell) No report submitted.**

**Promotion Committee Report (Laura Benson) No report submitted.**

**Regional Club Committee Report (Andrea Barber)**

I have received an application for the formation of a new Regional Club – The Maine Icelandic Horse Association. This a group that has been a cohesive group for a number of years and now wishes to become an official regional club. All the paperwork has been reviewed by me and is complete. I would like to ask the board to give its approval of this new club.

As I reported at the last meeting, all the other clubs have renewed for 2008 and most are busy planning all sorts of exciting events.

**Quarterly Committee Report (Judy Strehler, Anne Elwell liaison) No report submitted.**

*Kathy asked who was in charge of the advertising bookkeeping. Bernie responded that Denise Chythlook had taken over that job and was “on top of it” and Ed said he has been receiving Quarterly advertising income this year.*

**Web Site Committee Report (Katrin Sheehan) No report submitted.**

**Youth Committee Report (Sandie Weaver) No report submitted.**

*Asta Covert said there are 2 Country Leader applicants and 1 Team Leader applicant. The deadline for both is April 1<sup>st</sup>.*

## **OLD BUSINESS:**

1) Annual Meeting – Bernie Willis, Kari Pietsch-Wangard, Katrin Sheehan

*An additional item to add to the Annual Meeting agenda is to ratify the Individual dues increase from \$40 to \$45. Kari reminded everyone they needed to get their Committee reports to Katrin. Asta reminded everyone that last month we wanted these reports posted on the website no later than March 22nd. Kari asked if everyone could email a copy of their reports to her so she can get it to Amy Goddard for printing in the Quarterly.*

2) Financial review – Kari Pietsch-Wangard

*The Board moved to delay discussion of the financial review reports to the end of the agenda.*

## **NEW BUSINESS**

1) Email decisions by the Board from January 15 to February 26, 2008

A) Change in the Online Proposal Process where the original proposal goes to the Author and the Committee Chair. The Board will get a courtesy copy. If the proposal author does not identify a committee, it will automatically go to the Board.

Email votes for: Andrea, Anne, Kari, Katrin, Laura, Sandie

Email votes against: none

B) Accept the following as Board Policy:

**It is the policy of the Web Committee to not post documents on the USIHC web site at the request of members-at-large. The USIHC will link from calendar items to flyers, applications, et cetera hosted on a third party web site at the member's request; but, the USIHC will not host such documents.**

Email votes for: Andrea, Asta, Bernie, Ed, Kari, Katrin, Sandie

Email votes against: none

C) Approval of Heidi Kline's positions at the FEIF Conference Sport Committee:

Here are my opinions on the following proposals up for vote: Most of them are no brainers. The only one the Board should really consider closely is 5.7 with regards to judges chosen for the WC.

5.1 I agree

Yes I can agree with posting a better description of the gaits.

5.2 I agree

After the issue with Johann Skulasson at the WC it makes sense to me to spell out what happens to a participant who is unable to finish the test.

5.3 I agree

This is regarding riders at competitions who qualify with more than one horse. They wish to change the wording to make more sense since this happens more and more.

5.4 I agree

They would like to add finals to the pace race.

5.5 I agree

This is in regards to time keeping with starting gaits. They wish to make the time start when the gaits open. This only makes sense.

5.6 I agree

This is in regards to pace test and tied scores. Currently there is a way to break the tie for 1st place and they would like it to include all placements.

5.7 I agree

This is in regards to the WC and judge selection. They want judges to have a license for 2 years prior to being chosen. They also wish for them to have judged 5 World Ranking events the year prior to their appointment. They want the judges to be a citizen or resident alien for 1 year in the country they are representing. Again this goes back to the last WC . (for example Jens Nielsen was judging for Canada but he is a Danish Citizen) All countries may send 1 Judge who has met these requirements. A committee of Chief Judge, One FEIF Sport Judge's Committee Representative and one Representative from the FEIF Sport Committee would select the remaining judges.

5.8 I agree

They would like to add a team competition at the WC.

5.9 I agree

They want to make the rules for World Ranking stricter. There are so many events that they want the all on the same playing field.

Email votes for: Andrea, Asta, Bernie, Ed, Kari, Sandie

Email votes against: Anne

E) Encourage the Website Committee to put together a proposal based on Doug Smith's proposal.

Email votes for: Asta, Bernie, Ed, Kari, Katrin, Laura

Email votes against: none

*NOTE: These suggestions were in complete proposal form under Website Committee Report at the February 26<sup>th</sup> meeting.*

***All of the above email decisions were given final approval by the full Board.***

2) Appoint PRP and Regional Club liaisons – Andrea Barber

***Earlier in the meeting the Board approved Karen Olson-Fields to be the Pleasure Rider Committee Chair and the Regional Club Committee liaison.***

3) Board e-mail list – Andrea Barber

***Asta Covert was approved as the new moderator for the Board Yahoo email list.***

4) Request for the resignation of the Board President – Ed Hilgaertner

Several weeks ago, our Board President Bernie Willis violated Board privacy, a subject we have all discussed and agreed must be honored in order to conduct Congress business by candid discussion. Bernie quoted me directly, and out of context, on the Forum, using a convoluted argument to defend his efforts to change the direction of financial reports. He did not seek permission for the quote which would be the least anyone might do, including the Congress Board President. All are equal on the Board, elected by the members. The board president must lead, rather than be guided by opportunism and jeopardize the trust of other Board members.

Sincerely,

Ed Hilgaertner

***This item was discussed during the Election of Officers at the beginning of the meeting.***

5) Website posting protocol – Anne Elwell

***The Board revisited the policy for posting on the website. It was explained that the Board must approve any item that is in the name of the Board before it is posted on the website. Anne will be adding this to the Policy and Procedures list.***

6) WorldFengur subscription - Andrea Barber

***Last year, each Individual member was given a subscription to WorldFengur as part of their membership. This year, since the login to WorldFengur is tied into a membership's user code (one user code per type of membership), Family memberships have one subscription, not two. Andrea was questioning this change and had asked us to look into it. USIHC has no formal written contract with WorldFengur as to how this is handled. The Board's consensus was that the WorldFengur subscription falls into the "priviledge" category like the subscription to the Quarterly. It is not a "right" like a vote. There will be one WorldFengur subscription per membership type.***

7) Offer from Doug Kane to host all of the USIHC applications – Katrin Sheehan

***This item was delayed to the next Board Meeting since Katrin was no longer on the phone conference call.***

8) Standing Committees – Special Committees

***Some of our Committees are meant to be "forever" and others have specific functions. The Standing Committees are open to the membership. The Special Committees are given specific jobs and the committee is made up of people with expertice in an area. Only Standing Committees will need to submit a report for the Annual Meeting.***

***Committee types were designated as follows:***

***Standing Committees: Breeding, Competition-Sport, Education, Pleasure Riding, Promotional, Regional Club, Website and Youth.***

***Special Committees: Constitutional Review and Policy and Procedure.***

At this point the Board felt they had time to begin discussing the financial review reports.

Anne Elwell had a list of questions regarding the following:

1) I/E report from 2004 , what are "Horse Show Class fees". As Kari understood it from Caryn, some of the horse shows in California included classes for Icelandic horses. These shows charged entry fees. Since an Icelandic judge was provided without cost to the show, (and paid by USIHC), the show rebated the entry fees from these classes to USIHC to offset our expenses.

2) I/E report from 2005, there was a \$2,539.00 expense for "Shipping and Mailing". In other years it had been in the \$200 - \$250 range. Since the Quicken program was first used for the Membership accounting in 2007, this was not readily accessible. Ed will see if he can locate a breakdown of the charges for this expense category and get back to Anne and the Board.

3) I/E report from 2006, the Registry expense showed there was a \$354 expense for "WC 2005 Horse Stalls". Kari will need to contact Caryn as she has all of the check registers for the Registry checking account.

4) I/E report for 2007, the "WC Stalls for 2007" showed an expense of \$2,553.41 even after the Registry account reimbursed the membership account for \$2,135.00. Ed explained that he had received and paid a bill for \$5,651 and Caryn had reimbursed the Membership account for \$2,135.00 for stalls. He also received some reimbursements from the participants for \$1,100. The figure left over of \$2,553 is the

amount not repaid by either the team participants or the Registry account. Ed will provide a breakdown of the original invoice as it included charges for tickets and bicycle rental in addition to stalls. We may have to go back to the Registry and participants for additional reimbursement.

5) I/E report for 2007 showed a "WC Tryout" expense of \$4,510. Kari reported that \$2,410 was for the judge's airfare and \$2,100 for 4 days of judging. Anne said the policy in the past has been that the WC tryout fees should offset the total expenses. In 2005 there was a surplus of funds which was used by the team for the event. In 2007, only \$2,900 in tryout fees had been collected creating a deficit. Since the costs have increased with the weakened dollar, we will have to reconsider the tryout fee structure in 2009.

6) I/E report for 2007 showed an income in the Membership account of \$1,432.50 under "Idaho Evaluation Fees". The regional clubs are now responsible for all fees related to evaluations. How did this end up the Congress Membership account? Asta thought maybe it was WorldFengur fees for entering the evaluated horses but at \$20 each that would mean 70 horses! Kari broke out the two deposits showing one of \$750 in July and another of \$682.50 in August. Ed will look in his records to see who the checks came from.

7) Looking at the Profit and Loss Standard for 2007 (Membership Account), Anne questioned the FEIF fees expenses for the conference totaling \$2,566.00 plus \$680.90 for airfare. The airfare was for Andrea Barber, which had been approved by the Board. However, her flight was cancelled due to bad weather. The ticket had been paid in advance and a credit for the cancelled flight has never been processed. Ed will contact Andreas regarding getting a credit for these charges.

Regarding the \$2,566.00 conference and hotel charge, it covered Andrea Barber, Katrin Sheehan, Sandie Weaver, Nicki Esdorn and Heidi Kline. Ed thought we had agreed to pay for their fees or he would not have paid the bill. Anne said that every attendee is responsible for paying their own fees. This was Bernie's understanding as well. Only Katrin and Sandie actually made it to the conference. We will have to look into a refund from FEIF for Andrea, Nicki and Heidi's conference expenses as well as reimbursement from Katrin and Sandie.

Bernie reminded Ed that he will need to break out the charges for the 2008 conference that he, Katrin, Heidi and Sandie attended for reimbursement when they are received.

Overall Anne feels that we have to tighten up the bill payment process.

Anne also requested a breakdown of judge's fees that Congress has reimbursed to competitions. This was provided on the 2007 combined I/E Annual Financial report. Kari will contact Caryn for the breakdowns for prior years. Anne explained that when the reimbursement program started, the judges did not charge a fee for judging. The only expense was for their airfare. She said she has never paid a judge to judge any of her shows. Now the program caps the judge's airfare reimbursement at \$1,000 for each show and limits each show to two reimbursements.

As the Board's 2 hour time limit had been exceeded, it was agreed to continue the discussion of the above items on the email list as the numbers become available.

Bernie reminded the Board about the BOD meeting scheduled for the night before the annual meeting at 7:00 PM.

The meeting concluded at approximately 10:10 PM CDT

Congress-USHC  
Profit and Loss Standard  
January through February 2008

	Jan - Feb '08
Ordinary Income/Expense	
Income	
Mbshp. Acct. Inc.	
Farm List	
08 Farm list	2,354.46
Total Farm List	2,354.46
Membership Dues	
08 Family memberships	3,463.80
08 Individual Membershi...	4,967.78
Total Membership Dues	8,431.58
Pleasure Rider Program L...	489.00
Quarterly Inc.	
Quarterly Adv. Inc.	1,360.99
Total Quarterly Inc.	1,360.99
Stallion Book Inc.	-100.00
Mbshp. Acct. Inc. - Other	0.00
Total Mbshp. Acct. Inc.	12,536.03
Registry Acct. Inc.	
Duplicate Registration fees	50.00
Late Stallion Report fees	700.00
Non Member fees	450.00
Registration fees	1,755.00
Transfer fees	495.00
Total Registry Acct. Inc.	3,450.00
Total Income	15,986.03
Expense	
Election exp.	452.96
Mbshp. Acct. Exp.	
Administration	
Conference Calls	154.71
Tax. Prep. Services	235.00
Total Administration	389.71
Annual Meeting Exp.	300.00
FEIF related expenses	
FEIF Mbshp fees	2,677.00
Wire fees for FEIF pmts.	42.00
Total FEIF related expens...	2,719.00
Quarterly Expenses	
Graphics	3,000.00
postage for Quarterly	25.60
Quarterly Printing	2,050.24
Total Quarterly Expenses	5,075.84
WorldFengur Exp.	1,724.20
Total Mbshp. Acct. Exp.	10,208.75
Postage & Delivery	85.30
Registry Acct. Expense	
Clerical for registry	780.00
Reg. Office supplies	23.69
Registry Postage	19.46
Total Registry Acct. Expense	823.15
Service fees	
Bank Fees	
Wire fees	42.00
Total Bank Fees	42.00
Total Service fees	42.00
Total Expense	11,611.56
Net Ordinary Income	4,374.47
Other Income/Expense	
Other Expense	
Returned check fees	18.00
Total Other Expense	18.00
Net Other Income	-18.00
Net Income	4,356.47