



Board Conference Call Minutes

June 14 , 2018 8:00PM (Eastern)

BOARD MEMBERS:

PRESENT: Lori Cretney, Kari Pietsch-Wangard, Linda Templeton, Alex Dannenmann, Emily Potts, Leslie Chambers, Will Covert, Jess Haynsworth

EXCUSED: Kevin Draeger

MEETING CALLED TO ORDER 8:03 EST (WILL COVERT)

SECRETARY'S REPORT (LINDA TEMPLETON)

The USIHC lists 671 members in 488 households as of June 7, 2018.

TREASURER'S REPORT (Kari Pietsch-Wangard)

The monthly financial statements now include a detailed breakdown of the cash owned by the Congress. The key figures from the breakdown are:

<u>Combined bank account balances as of 5/31/18:</u>	\$ 122,496.82
<u>Unrestricted funds as of 5/31/18:</u>	\$ 109,141.29
<u>Net Decrease from 4/30/18:</u>	-\$5,626.08
<u>Net Decrease from 12/31/17:</u>	-\$5,298.34

STANDING COMMITTEE REPORTS

Affiliated Clubs (Leslie Chambers, chair)

Affiliated Club Committee Report for June 14, 2018

Chair: Leslie Chambers

Members: N=31

Regional Club Clinics/Schooling Shows - Policy #31, 2018

The following regional clubs have met initial eligibility requirements for clinics under policy #31.

1. Alaska IHC
2. Cascade IHC
3. Flugnir IHC
4. NEIHC
5. NWIHC
6. Saint Skutla IHC
7. Toppur IHC

The following regional club(s) need to place their event on the USIHC calendar:

1. Kraftur - please get your event on the calendar 30 days prior to the event.

The following regional clubs have not yet announced a clinic or schooling show:

1. CIA
2. Frida IHC
3. Glitfaxes
4. Hestafolk
5. Klettafjalla IHC
6. Sirius

No new topics or further comments on membership have been made since the last board meeting.

Breeding (Linda Templeton, chair)

The KY Breed Evaluation was successfully completed and funds have been sent to Maggie Brandt. The event was supported by Lori Cretney and Sherry Hoover as scribes for the judges. This is their 'wrap up' document that has been shared with the breed committee.

General Information all participants should know before the event:

Read the rules at Feif.org regarding breed evaluations

Horse Riders and Handlers:

1. No hoof polish
2. Check your horse's mouth for any cuts or sores.
3. Practice standing your horse for the confirmation evaluation. Have someone help you make the horse look the best it can be during the confirmation evaluation.
4. Look at rules for the color of the hoof boots, weigh your boots, and measure the shoe width.
5. Have a "crew" that can help the rider know how many runs they have remaining.
6. Crew communication can be via wireless mics. See rule at FEIF.org
7. Track markers: Horses are shown to the judges between the blue, blue to yellow are transition areas. Stop before the red.
8. ASK at the pre-evaluation meeting about the judges' expectations for showing the gaits and gait transitions.
9. ASK the judges questions!!!

Show secretary:

1. Have both forms for the judges the linear evaluation (Linda I have that form saved at home and am not finding it at FEIF now.) and the "green boxes" evaluation forms, <https://www.feif.org/files/documents/Enskt%20dómblað.pdf>
2. Fill out all areas regarding horse identification before the show. It was not important to fill in the color.
3. Judges liked clipboards and especially liked these clipboards from staples:
https://www.staples.com/Staples-Clipboard-Storage-Box-Black-10-x-14-1-2-x-1-1-2/product_1671311
4. Supply pens
5. Create an announcer's list of horses and riders. The judges chose to announce the horses and riders and results themselves. Have an announcer if the judges do not want to announce.

Scribe:

The judges chose to complete the evaluation forms themselves.

1. Have all the same forms as the judges.
2. As the judges announce the scores and comments record the information on the scribe's set of evaluation forms. These could be kept in case of discrepancy.

This breed evaluation the judges chose to enter the scores themselves into Worldfengur.

Highlights of this evaluation:

The judges overlooked issues such as hoof polish and a rider leaving the track before the minimum number of laps was ridden. The rider did return and complete the laps. The judges talked to the riders after the first day of riding about what

areas they could improve the second day. They overlooked horses going outside the red markers. The judges educated the riders and as much as possible and they were willing to answer questions.

Thank you to Elsa Albertsdottier for her mini clinic on Thursday before lunch.

Education (Alex Dannenmann, chair)

Leisure (Lori Cretney, chair)

- The committee has agreed to the Pony Express and Butterfield Overland Mail routes. Participants will make a large circle around the United States twice for a total of 9,932 miles.
- Riders participating in the Sea 2 Shining Sea program will have their names put in a hat for a random drawing to determine the Rider of the Month. Each month a different name will be drawn. A write-up of the Rider of the Month will be posted on Facebook and will be featured in *The Icelandic Horse Quarterly*. A set of questions had been prepared and agreed upon by the committee to ask each participant.
- The committee has agreed to have the year put on the entry patch and not the mileage patch.
- Rules and prizes for the next season are currently being reviewed by the committee.
- The first to finish the entire 9,932 mile journey receives a saddlebag. If the first finisher is a team, up to six saddlebags will be given out. A big thank you to Karlslund Riding Equipment for their contribution and to Tolt Tack for generously organizing this donation.
- Communication – we would like to use current technology for participants to carry mail or send messages since these routes involve carrying the mail. For example, leaving a message for the next rider or participant that arrives at one of the stations. Is there a way to effectively do this?

Promotion (Emily Potts & Jess Haynsworth, co-chairs)

Four clubs have received Policy 21 funds for both breed demos and display stalls. \$590 of the \$750 budgeted has been used so far.

Klettafjalla - Colorado Horse Expo (\$140)

Sirius - Ohio Equine Affaire (\$150)

Toppur - Iowa Horse Fair (\$150)

Flugnir - Minnesota Horse Expo (\$150)

NEIHC has requested \$150 for Springfield, MA Equine Affaire in November and meets the required guidelines.

Quarterly (Nancy Marie Brown & Nikki Esdorn, co-chairs, Leslie Chambers liaison)

Quarterly Committee report

June 4, 2018

submitted by Nancy Brown

Issue Two 2018 is currently in the mail. This issue features a report on the breeding seminar, tips on how to succeed in competition, profiles of a breeder and an artist, an introduction to Centered Riding, and more, as well as news from USIHC Affiliated Clubs, the USIHC Board of Directors, and our parent organization, FEIF.

The Quarterly Committee is now hard at work on the September 2018 issue. The deadline for that issue is July 1. Board members and committee chairs, please let us know ASAP if you want us to save space for any text, photos, or advertisements for that issue. (Remember that ads for USIHC-sanctioned events are free.) We will be printing 600 copies of this issue. Extras will be made available for promotional purposes; contact quarterly@icelandics.org.

Sport - (Will Covert, chair)

Youth (Kevin Draeger, chair)

The Youth Committee would like to request \$500 for each participant attending the FEIF Youth Cup this summer in order to help them with their costs. With 4 participants, that's a total of \$2000 requested from the youth fund.

The request to use \$500 from the youth fund, for each participant attending the FEIF Youth Cup was approved unanimously.

OLD BUSINESS

Proposed Policy Format

The BOD appreciates Leslie Chamber's efforts in gathering policies for archival purposes, she expects to have this project completed by year end.

Website

Emily has presented two quotes for our consideration. There has been email discussion and questions asked and answered. Further discussion is needed to make the best decision for our future website. Please review the proposals prior to the call.

Will Covert moved to accept the bid from Eternity, it was seconded and passed unanimously, with the request that Emily attempt to get an additional Logo Style (from 2 to 3) and/or try to get a reduction from the quoted \$2000 price. Emily worked with Eternity and secured an additional logo and a reduction of \$500.

The fees associated with this exciting new project are as follows:

Website Planning, Design & Development	\$12,000
Logo Design – for 3 Logo Styles	\$ 1,500
Hosting & Support Costs	\$ 800 per year
SSL	\$ 250 per year
Membership Management System	\$ 160/mo (up to 2,000 contacts)
(Option of 1 yr prepay \$144/mo, or 2yr prepay \$136/mo)	

Standard of Conduct and Ethics Code / Statement of Expectations

Awaiting Rubric from Kevin, moved to next BOD Call

Policy # 36 Standard of Conduct (Ethics Code)

United States Icelandic Horse Congress

Mission:

- To promote the knowledge of the Icelandic Horse within the United States and its correct use as a competition and riding horse;
- To keep a Registry of purebred Icelandic Horses in the United States;
- To facilitate communication among all USIHC members, and;
- To represent the United States in FEIF.

Board of Directors Statement of Expectations

1. Fiduciary Duties and General Responsibilities

Each Director shall be familiar with the general principles and practices of Board governance. In particular, each Director acknowledges the duties of care, loyalty, and obedience.

The Duty of Care. The duty of care describes the level of competence expected of a director. State nonprofit corporate laws offer various definitions of this duty in suitable legalese, but they all come down to the importance of directors making good decisions with reasonable care. Directors need to recognize they should retain people to provide the necessary wisdom, skill, and expertise to enact the organization's program and mission. Directors also need to establish policies and procedures to avoid risks to the organizations' financial well-being.

The Duty of Loyalty. The duty of loyalty is the standard of faithfulness to the organization. When making decisions, a Director must put the organization first. This duty is the basis for conflict of interest policies that are designed to prevent board members from enriching themselves, their families, and their friends at the expense of the organization and from favoring one segment of the organization over another.

The Duty of Obedience. The duty of obedience requires Directors to be true to the organization's mission. Board members can exercise their own reasoned judgment in how the organization can best archive its mission. However, they cannot act in a manner that is inconsistent with that mission. This duty is based on the principle that the membership and the public at large must be able to act in confidence that what they are told about the organization is true. If there is a discrepancy between the Directors' understanding of the organization's mission and that of the membership and the public at large, the result is the loss of institutional integrity.

Each Director shall have read and understand the Mission Statement, Articles of Incorporation, Constitution, and Policies of the USIHC.

Each Director shall understand the organization's general financial condition.

Each Director shall serve on at least one Committee.

2. Attendance

Board and Committee meetings shall be conducted in a spirit of openness, honesty, and collegiality. Each Director is expected to attend at least 75% of all Board meetings and conference calls and an equal percentage of the meetings of each committee to which the Director is assigned. Each Director

is responsible for following up with the President of the Board on the substance of any meeting missed.

Each Director is expected to attend the Annual USIHC Member's meeting.

Each Director is expected to be active on the Board and assigned Committee email discussion groups. Unless prior notice is given or extenuating circumstances exist, Board members shall make every attempt to check their Congress related email daily.

3. Advocacy

Directors shall act as advocates for the USIHC among its members. In addition, Directors shall be supportive in promoting the organization to prospective members and within the community in general. In this regard, each Director shall make every effort to attend the Annual Members Meeting and any other functions designated as significant by the President of the Board.

4. Confidentiality and Communications

The work and deliberations of the Board and Committees are confidential; except to the extent decisions are publicly disseminated through the Board's authorized process.

The President of the Board and other duly authorized persons **shall** be the only official spokespersons for the organization. Any Director contacted by the media or others in regard to any matter related to the organization or the Board shall not comment on that matter and shall refer all inquires to such spokespersons.

5. Conflicts of Interest

The Directors shall exercise the utmost good faith in all transactions touching upon their duties to the organization and its property. In their dealings with and on behalf of the organization, they are held to a strict rule of honest and fair dealing between themselves and the organization. They shall not use the positions as Directors, or knowledge gained therefrom, so that a conflict might arise between the organization's interest and that of any individual Director.

A conflict of interest arises in any situation in which a Director (and his or her immediate family or employee / employer) is involved in an activity that could adversely affect his or her judgment with respect to the business of the organization or otherwise diminish the interest of the organization. When such a conflict arises, the individual with the conflict is expected to disclose in writing the existence of the conflict.

Acknowledged as of _____
(Director – Print Name)

(Director – Signature)

Failure to comply with this document can be grounds for discipline, up to removal from the Board of Directors.

NEW BUSINESS

ANNUAL MEETING:

Leslie Chambers has requested a discussion regarding speaker fees for the annual meeting.

The BOD discussed that our typical practice is to allow \$150 stipend to speakers at the annual meeting. This stipend covers fees, travel, and meals.

BREEDING:

Linda Templeton is requesting funding for proper measurement tool for breed evaluation kit. A new caliper has been developed and is being produced in Iceland to measure chest, croup, depth of chest. The tool in the kit is off by 5cm per Marlise Grimm. The calipers (without shipping) are just under \$500.

This purchase was approved unanimously by the BOD.

Maggie Brandt mailed the old kit to Martina Gates for the next eval, I suspect she will ask for shipping reimbursement. The judge will carry the kit to Iowa, then there may be another shipping fee unless the kit resides in Iowa until used again.

MEETING ADJOURNED AT 9:23 EST (Will Covert)

NEXT MEETING TUESDAY, AUGUST 15TH AT 8:00PM EST

(July will be skipped as many BODs are at Landsmot)

USIHC General Membership Funds

4/30/18		5/31/18
\$ 16,630.81	Checking	\$ 10,992.67
\$ 101,410.84	Money Market	\$ 101,422.90
\$ 10,081.25	CDs	\$ 10,081.25
\$ 128,122.90	subtotal	\$ 122,496.82
\$ (5,627.68)	Youth Fund	\$ (5,627.68)
\$ (4,000.00)	Judge Scholarship Fund	\$ (4,000.00)
\$ (3,727.85)	World Champ. Team Fund	\$ (3,727.85)
\$ 114,767.37	USIHC Unrestricted Membership Funds	\$ 109,141.29
	Blood Profile Funding Refund	\$ (5,000.00)
	Net Decrease from 4/30/18	
	-\$5,626.08	
12/31/17 Balance	Net Decrease from 12/31/17	
\$ 109,439.63	-\$5,298.34	

United States Icelandic Horse Congress Inc.
Income & Expense Report
January through May 2018
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Income		Expense	
Competition Inc.		Breeding Committee Exp.	
Sanction Competition fee	75.00	Breeding Comm. Equipment Exp.	79.32
		Breeding Committee Exp. - Other	500.00
		Total Breeding Committee Exp.	<u>579.32</u>
Education-Riding Badge		Competition Comm. Expense	
Riding Badge Inc.	96.50	National Ranking Award Expense	629.73
		World Championship Expenses	
		WC 2017 Holland Exp.	10.31
Interest Income	91.92		
		Competition Comm. Expense - World Ranking	<u>287.86</u>
		Total Competition Comm. Expense	<u>927.90</u>
		FEIF Conference exp.	
		FEIF 2018 Conference exp.	1,234.54
		FEIF Conf. Airfare exp.	2,400.00
		Total FEIF Conference exp.	<u>3,634.54</u>
Leisure Committee Income		Leisure Committee Expense	
S2SS income	8.00	Sea2ShiningSea expense	1,080.15
Membership Related Income		Membership Related Expenses	
Farm Listing	1,934.74	Administration	
		Mbshp. Postage	82.32
		Office/Supplies Exp.	3.49
		Total Administration	<u>85.81</u>
Membership Dues		Annual Meeting Exp.	
Family Memberships	4,115.50	2019 Boston Annual Meeting exp.	2,000.00
Individual Memberships	8,754.31	2018 Denver Annual Mtg. exp.	2,307.32
Youth membership	134.72	Total Annual Meeting Exp.	<u>4,307.32</u>
Total Membership Dues	<u>13,004.53</u>	FEIF related expenses	
		FEIF Mbshp fees	2,635.14
Quarterly Inc.		Quarterly Expenses	
Quarterly Adv. Inc.	3,486.75	Graphics	2,000.00
Total Membership Related Income	<u>18,426.02</u>	Postage for Quarterly	957.69
		Quarterly Printing	4,830.83
		Total Quarterly Expenses	<u>7,788.52</u>
Other Income	-0.30	Toll Free line	64.75
		WorldFengur Exp.	1,872.64
		Total Membership Related Expenses	<u>16,754.18</u>

United States Icelandic Horse Congress Inc.
Income & Expense Report
 January through May 2018
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Income		Expense	
		Promotional Exp.	
		Ambassador award	285.00
		Promotion Material Printing exp	254.25
		Promotional Advertising	745.01
		Promotional postage expenses	79.24
		RC Co-op promo exp.	590.00
		Promotional Exp. - Other	213.77
		Total Promotional Exp.	2,167.27
Registry Income		Registry Expenses	
Duplicate Registration fees	100.00	Clerical for registry	1,584.00
Late Stallion Report fees	396.80	Reg. WorldFengur Sbscrptn exp.	141.57
Registration fees	1,594.72	Registry Office supplies	93.48
Transfer fees	943.72	Registry Postage	368.61
Total Registry Income	3,035.24	Total Registry Expenses	2,187.66
USIHC Non-Member fees	197.24	Youth Committee Exp.	
		Spaeri Award	150.00
		Youth Cup Exp.	
Youth Committee Inc.		2018 Youth Cup Exp.	346.94
Youth Cup Tryout Fees	600.00	Total Youth Committee Exp.	496.94
Total Income	22,529.62	Total Expense	27,827.96

Net Income (Loss) : -5,298.34

**United States Icelandic Horse Congress Inc.
Income & Expense Report
May 2018**

Income		Expense	
Interest Income	12.06		
Membership Related Income		Membership Related Expenses	
Farm Listing	106.81	Annual Meeting Exp.	
		2019 Boston Annual Meeting exp.	2,000.00
Membership Dues		Quarterly Expenses	
Family Memberships	127.81	Graphics	1,000.00
Individual Memberships	872.63	Postage for Quarterly	482.37
Total Membership Dues	1,000.44	Quarterly Printing	2,410.67
Total Membership Related Income	1,107.25	Total Quarterly Expenses	3,893.04
		Toll Free line	12.95
		Total Membership Related Expenses	5,905.99
		Promotional Exp.	
		Promotion Material Printing exp	126.87
		Promotional postage expenses	24.28
		RC Co-op promo exp.	590.00
		Total Promotional Exp.	741.15
Registry Income		Registry Expenses	
Registration fees	171.91	Clerical for registry	240.00
Transfer fees	30.00	Registry Postage	60.16
Total Registry Income	201.91	Total Registry Expenses	300.16
Total Income	1,321.22	Total Expense	6,947.30

Net Income (Loss) : -5,626.08