



# USIHC – 2017 ANNUAL MEETING

1/13/2018 DENVER COLORADO

## **Board Members**

**Present:** Will Covert, Kari Pietsch-Wangard, Lori Cretney, Linda Templeton, Leslie Chambers, Alex Dannenmann, Em Potts, Kevin Draeger, Jess Haynsworth

**Members:** Nancy Marie Brown, Nicki Esdorn, Asta Covert, Kristina Behringer, Angie Calve, Dick Templeton, Anna Draeger, Virginia Lauridsen, Kristina Stelter, Florie Miller, Coralie Denmeade, Jeny Feldner, Pam Spooner, Em Jacobs, Jim Wiggins, Linda McLaughlin, Maile Behringer, Heidi Benson, Lee Ann Ott, Ronald Hoover, Sherry Hoover, Payton Black, Beth Black, Iris Heidberg, Betty Martin, Leia Tilton, Ulla Hudson, Mary Dennison

### ***BOD Pre Meeting 8:35 – 8:55AM MST***

*The BOD met briefly before the meeting to discuss our members' concerns regarding our decision to pull the committee chair positions back into the board as in prior to 2006, (See Policy #8). The BOD is concerned about the strong responses this has created and has been in the process of revising old, and creating new policies that will prevent this in the future. The BOD agreed to post the topic of our future Executive Sessions and how the BOD voted, so our membership understands what we are discussing and deciding upon. The BOD agreed that to 'undo' our decision was not productive and our best path was to go forward into 2018 with a well defined charter to listen to our members by soliciting input, and to communicate with our members in the most frequent and transparent fashion possible.*

## **Minutes of National Meeting – Called to Order 9:00AM MST**

The National Meeting was Opened by Kristina Behringer, President of the Klettafjalla Club, the host for our 2017 meeting.

Kristina welcomed everyone and introduced Will Covert, President of the USIHC. The Board and the attending members introduced themselves and Will introduced our Treasurer.

The treasurer's report was reviewed with special notice given to the deficit at which our organization had been running. This was a planned deficit to 'spend down' and bring some programs to our members. Discussion ensued that perhaps our organization would be more comfortable with less of a deficit until our income can offset more of the expense of our programs. Our income comes from Member and Farm Dues as well as Registry Fees. There was discussion and concern expressed that many of our Affiliated Clubs have up to 50% non USIHC members. This will be addressed in 2018.

Klettafjalla Club organized a speaker for the meeting, **Kristina Stelter**, MLitt Celtic and Viking Archaeology. Her presentation, ***The Horse of the Norse*** was very interesting and well received. She addressed:

Where did the Icelandic Horse come from?

Why did Icelandic settlers value them so highly?

How did the horse become involved in almost every aspect of Icelandic culture?

Find out what archaeology, history, and equine genetics can tell us about our favorite horses.

The rest of the meeting was a presentation of committee reports (to review committee reports, please refer to the Annual Report posted online at Icelandics.org). Some discussions that arose during the committee reports were:

The members expressed a strong desire to have better tools to share information and to 'find each other'. There was a robust discussion about the possibility of the creation of interactive tools with our new website.

There was a suggestion for a 'Membership Committee' and a suggestion that all new members receive a phone call. These suggestions will be taken to our Affiliated Club and Promotion Committees.

There was a member request that we 'support our trainers better'. The comment was in reference to the more remote trainers and their need for ongoing education, recertification and new certification. The Education Committee will be addressing this concern. There was also a suggestion that we better define the differences in the various trainer levels, so the average member understands who is certified to give lessons, vs start a young horse or train for sport or a breed evaluation.

There was discussion regarding exhibiting at shows and what materials were available. The discussion was around the 'old' booth and that is not in best condition. A suggestion of a banner (cross branded with USIHC and each Affiliated Club) was suggested (Promotions will follow up). Additional resources discussed were our brochures and our partnership with 'Horse of Iceland'. Horses of Iceland can be requested to attend a large show, but at the very least, Promotions can provide all the video material produced by Horses of Iceland to loop and show on a large screen in the booth. The group concurred that this type of video presentation was very effective.

The Committee Reports were well received by the membership present.

Our Q&A Session generated some additional discussion regarding the recent changes in the structuring of our Committee Chairs and the process associated with it. This is a concern of our members. The concern expressed was for lack of communication both before (soliciting input) and after a BOD decision is made. The Board of Directors takes this feedback very seriously and had already begun working on communication policies and an 'incident resolution policy'. It is

recognized that the BOD can and will operate in the most transparent fashion possible ongoing. Executive Sessions will have public minutes regarding the issue tackled while protecting a member's privacy. The BOD appreciated the candid and constructive conversation and look forward to a 2018 with a fresh start.

### **Concluded at 3:42 PM**

### ***BOD Post Meeting Started at 4:37 PM***

*The BOD agreed that the meeting was a successful one, closing with optimism and excitement for the coming year.*

*Budget was discussed and it was decided that a \$10,000 deficit should be our target for 2018 planning.*

*It was proposed to handle some of our traditional budget items (Shows, Regional Clubs) as more of 'Start up' assistance which diminishes over time as these events should become self sustaining. This will be incorporated into the budget process.*

*Location for our next annual meeting was discussed. Leslie will ask our Affiliated Clubs if any are interested in hosting. If none step up, we will consider a resort location that will draw members for attendance.*

*There was discussion about the Breeding Committee and the members that have left in protest to our making decisions without their input. In order to make our breeding committee an effective and educated group, we will consider phasing in requirements as the Sport Committee has. This effort will be taken to the Breeding Committee.*

*There is concern regarding the planned 3 evaluations for 2018. The BOD was unaware of the 3<sup>rd</sup> show sanctioned, nor was there any discussion in the Breeding Committee emails. While pleased to see the interest of breed evaluations on the rise, there is a concern about the numbers of horses that will be participating in three evaluations and how financially viable they are. We will be working with our 2018*

*organizers to determine expected numbers. We hope to coordinate location and timing better for future events.*

*There was discussion about our need to become more effective and efficient in our internal communications and decision making process, particularly with email voting (Will be Policy #34).*

*It was decided that if an email was critical it should be flagged with 'VOTE NEEDED' in the subject line. Each BOD has 48 hours to respond. A super majority of seven positive votes carries the proposal.*

*If a proposal does not pass, it can be brought into the next board call for further discussion.*

*We have been working on updating and revising our policies to address both member communication and a process for problem resolution (Incident Handling Process). This should be completed shortly, (Will be Policy #35).*

*We voted to change our member options to an 'Opt out' option, whereby a member can direct that their information can be shared but only within the USIHC.*

*The USIHC Projector and Screen were taken by Linda Templeton for the April Judging Seminar.*

***Concluded at 6:47PM***