



Board Conference Call Minutes

September 11, 2018 8:00PM (Eastern)

BOARD MEMBERS:

PRESENT: Will Covert, Lori Cretney, Kari Pietsch-Wangard, Linda Templeton, Emily Potts, Kevin Draeger, Leslie Chambers

EXCUSED: Alex Dannenmann

MEETING CALLED TO ORDER 8:06 EST (WILL COVERT)

SECRETARY'S REPORT (LINDA TEMPLETON)

The USIHC lists 673 members in 497 households as of August 10, 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 8/31/18:</u>	\$ 114,925.03
<u>Unrestricted funds as of 8/31/18:</u>	\$ 103,544.79
<u>Net Increase from 7/31/18:</u>	\$1,497.91
<u>Net Decrease from 12/31/17:</u>	-\$10,894.84

STANDING COMMITTEE REPORTS

Affiliated Clubs (Leslie Chambers, chair)

Affiliated Club Committee Report for September 11, 2018

Chair: Leslie Chambers

Members: N=32

Affiliated Club Renewals

All 14 regional clubs and the 1 activity club have completed the 2018 renewal process and are good until August 2019. The following numbers have been gathered:

Regional Clubs	Total Members	not US citizen	US RC members	USIHC members**
Alaska IHA	52	0	52	29 to 38
Cascade	32	0	32	12 to 14
CIA	23	1	22	21 to 23
FIRC	60	0	60	20 to 26
Flugnir IHC	60	0	60	37 to 44

Glitfaxa	12	0	12	8 to 12
Hestafolk	33	0	33	13 to 21
Klettafjalla IHC	54	0	54	36 to 45
Kraftur	26	0	26	19 to 21
NEIHC	171	1	170	79 to 94
NWIHC	11	0	11	7 to 10
Saint Skutla IHC	30	0	30	12 to 15
Sirius OH KY IHC	49	0	49	26 to 36
Toppur IHC	32	0	32	15 to 17
Total RC members			643	334 to 416
USIHC - no RC	340	1	339	
Total RC and USIHC	985	-3	984	

Activity Club

Gaedingar*	38	6	1
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*(one Gaedingar member not counted as RC or USIHC)

** first number is verified with renewal date, second as reported by RC

Total FEIF census #	983
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9/6/18 LKC

We have 339 people who only belong to the USIHC

We have 227 to 307 who only belong to a RC

We have 336 to 416 people who belong to both a RC and the USIHC

The member data found on the icelandic.org website was used to identify USIHC members, this data needs to be verified as up to date. The data as it stands now, shows 983 people that can be counted toward the FEIF census. Clubs have been asked to submit any new members they may sign up between now and when the FEIF census is due. (FIRC submitted 2 additional names after this initial request was made.)

USIHC Census data is due to FEIF by September 30, 2018. In order to maintain 3 votes within FEIF, we need to reach our 1,000-member level. Leslie is working with other board members to reach out to our current expires that did not receive renewal notices.

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

The following regional clubs have received their Policy #31 funds for 2018:

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

The following regional club(s) event is pending:

1. Klettafjalla IHC (event is Sept 21-23, 2018)
2. Hestafolk (event is Oct 6-7, 2018)

The following regional clubs have not yet announced a clinic or schooling show (remember you must notify ACC Chair and the USIHC calendar 30 days prior to the event to be eligible):

1. CIA
2. Frida IHC
3. Glitfaxa
4. Kraftur
5. Sirius

9/6/18 Leslie Chambers

Breeding (Linda Templeton, chair)

NY Cobelskill Breed Evaluations had 7 horses for full evaluation and 5 for conformation only. One horse made first prize.

Iowa Harmony Icelandics Breed Evaluations have been delayed by a day due to weather issues. Three horses all owned by the same person will be evaluated.

Committee work has nothing new to report.

Education (Alex Dannenmann, chair)

The Education committee is currently working on the final adjustments of the proposal for the instructor education.

Leisure (Lori Cretney, chair)

Leisure has nothing to report.

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

Promotions committee has been discussing the logo concepts and giving feedback. Feedback from both the board and promotions has been provided to the designer. They should have some edits next week.

There was a discussion regarding logo design, Emily will take the input back to the design team for adjustments and will present the changes and a full color logo for Board consideration.

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

Quarterly Committee report
September 7, 2018
submitted by Nancy Brown

Issue Three 2018 is in the mail and online. This issue reports on a successful breeding evaluation, explores the topic of self-carriage, explains five-gait competitions, interviews trainer Caeli Cavanagh, introduces the new Sea2Shining Sea virtual ride, and more, as well as sharing news from USIHC Affiliated Clubs, the USIHC Board of Directors, and our parent organization, FEIF.

The Quarterly Committee is now working on the December 2018 issue. The deadline for that issue is October 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)

Nothing to Report

OLD BUSINESS

Website

Standard of Conduct and Ethics Code / Statement of Expectations

Policy # 36 Standard of Conduct (Ethics Code) United States Icelandic Horse Congress 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 Polices 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 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 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.

6. Work Product

Any and all work product produced by a Director during their tenure on the USIHC board, shall be property of the USIHC only.

Acknowledged as of _____.

(Director – Print Name)

(Director – Signature)

This document and the rubric created by Kevin Draeger will be re-circulated to the Board by email for discussion in order to close this out on the next Board call.

NEW BUSINESS

Sport:

IcetestNG is willing to build a page on icetestng.com site for the US National Ranking that can be displayed or referenced to on our new website. The price to build the new US ranking is a \$500 flat fee and no annual recurring fees. If Tests are added or removed from the Ranking the updates would be billed at \$250 per hour in increments of 15 minutes.

It was decided to table this discussion until Emily is able to determine if the website can support our National Ranking and the costs associated with it. It will be discussed in the next Board call.

Breeding:

A receipt for shipping the Breed Evaluation measurement tools was submitted by Martina Gates for reimbursement. The tools were to have been transported with the

judges to the lowa evaluations, however, there was an issue with the airlines. The two evaluations being so close together caused the tools to be shipped overnight for a charge of \$316.54. The USIHC had not budgeted for this as originally there was plenty of time for standard UPS (charge of around \$80), or airline oversize checked luggage (charge of \$100). The Board determined the fairest solution was to credit what would have been the checked luggage fee of \$100 against the \$361.54 and withhold the remaining amount of \$261.54 (split between each evaluation) from the funds available. \$108.27 will be deducted from each funding disbursement.

MEETING ADJOURNED AT 9:31 EST (WILL COVERT)

NEXT MEETING TUESDAY OCTOBER 16TH AT 8:00PM EST

USIHC General Membership Funds

<u>7/31/18</u>	<u>8/31/18</u>		
\$ 2,371.84		Checking	\$ 3,382.40
\$ 101,446.63		Money Market	\$ 101,458.69
\$ 10,083.94		CDs	\$ 10,083.94
<hr/>		subtotal	\$ 114,925.03
\$ (4,127.68)		Youth Fund	\$ (3,652.39)
\$ (4,000.00)		Judge Scholarship Fund	\$ (4,000.00)
\$ (3,727.85)		World Champ. Team Fund	\$ (3,727.85)
\$ 102,046.88		USIHC Unrestricted Membership Funds	\$ 103,544.79
		Blood Profile Funding Refund	\$ (5,000.00)
		<u>Net Increase from 7/31/18</u>	
		\$1,497.91	
<hr/>		<u>Net Decrease from 12/31/17</u>	
12/31/17 Balance			
\$ 109,439.63		-\$10,894.84	

09/05/18

United States Icelandic Horse Congress Inc.
Balance Sheet Standard
As of August 31, 2018

	Aug 31, '18
ASSETS	
Current Assets Checking/Savings	
Associated Checking acct.	3,382.40
Associated Money Market Acct.	101,458.69
Total Checking/Savings	104,841.09
Other Current Assets	
CD owned by USIHC mature 10/7/19	2,000.00
CD owned by USIHC mature 10/7/20	2,000.00
CDs for Judge Scholarship Fund	
CD-matures 10/5/18	3,083.94
CD-matures 4/13/20	3,000.00
Total CDs for Judge Scholarship ...	6,083.94
Total Other Current Assets	10,083.94
Total Current Assets	114,925.03
Other Assets	
Blood Profile Funding Refund	-5,000.00
Total Other Assets	-5,000.00
TOTAL ASSETS	109,925.03
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Unexpended Judge Schlshp. Fund	4,000.00
Unexpended World Champshp F...	3,727.85
Unexpended Youth Funds	3,652.39
Total Other Current Liabilities	11,380.24
Total Current Liabilities	11,380.24
Total Liabilities	11,380.24
Equity	
Opening Bal Equity	96,926.56
Retained Earnings	12,513.07
Net Income	-10,894.84
Total Equity	98,544.79
TOTAL LIABILITIES & EQUITY	109,925.03

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

Income		Expense	
Competition Inc.		Funding Programs	
Sanction Competition fee	75.00	Flagship Funding exp.	
		Flagship Event - Sanction Show	1,000.00
Interest Income	12.06		
Membership Related Income	534.05	Leisure Committee Expense	138.54
Farm Listing		S2SS 2018/19 program expenses	
Membership Dues	333.08	Membership Related Expenses	
Family Memberships		Toll Free line	12.95
Individual Memberships	1,217.47	Website	16.95
Youth membership	100.52		
Total Membership Dues	1,651.07	Total Membership Related Expenses	29.90
Total Membership Related Income	2,185.12		
Registry Income		Promotional Exp.	
Duplicate Registration fees	50.00	Promotional Advertising	760.00
Late Stallion Report fees	194.20		
Registration fees	196.50	Regional Club Clinic exp	250.00
Transfer fees	282.04		
Total Registry Income	722.74	Registry Expenses	
		Clerical for registry	444.00
		Youth Committee Exp.	
		FEIF Youth Cup Exp.	
USIHC Non-Member fees	123.97	2018 FEIF Youth Cup Exp.	-1,001.46
Total Income	3,118.89	Total Expense	1,620.98

Net Income: 1,497.91

United States Icelandic Horse Congress Inc.
Income & Expense Report January
through August 2018
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<u>Income</u>		<u>Expense</u>	
Breeding Committee Income		Breeding Committee Exp.	
Evaluation-FEIF fees	125.00	Breeding Comm. Equipment Exp.	657.21
		Breeding Committee Exp. - Other	500.00
		Total Breeding Committee Exp.	<u>1,157.21</u>
Competition Comm. Inc.	300.00	Competition Comm. Expense	629.73
Sanction Competition fee		National Ranking Award Expense	
		World Championship Expenses	
		WC 2017 Holland Exp.	10.31
		2017 WR Fee	287.86
		Total Competition Comm. Expense	<u>927.90</u>
Education-Riding Badge	135.04	Education Seminar exp.	
Riding Badge Inc.		Judging Seminar exp.	
		2018 Sport Judge Seminar	439.57
		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>
Interest Income	143.40	Funding Programs	
		Flagship Event - Evaluation	660.00
		Flagship Event - Sanction Show	1,000.00
		Total Flagship Funding exp.	<u>1,660.00</u>
Leisure Committee Income		Leisure Committee Expense	
S2SS income 26.00		S2SS 2018/19 program expenses	323.54
		S2SS 2017/18 expense	1,139.11
		Total Leisure Committee Expense	<u>1,462.65</u>
Membership Related Income	2,575.60	Membership Related Expenses	
Farm Listing		Administration	
Membership Dues		Mbshp. Postage	92.32
Family Memberships	4,950.76	Office/Supplies Exp.	3.49
Individual Memberships	11,671.07	Total Administration	<u>95.81</u>
Youth membership	403.64	Annual Meeting Exp.	
Total Membership Dues	<u>17,025.47</u>	2019 Boston Annual Meeting exp.	2,000.00
		2018 Denver Annual Mtg. exp.	2,307.32
		Total Annual Meeting Exp.	<u>4,307.32</u>

**United States Icelandic Horse Congress Inc.
Income & Expense Report January
through August 2018 Page 2**

Income		Expense	
		FEIF related expenses	
		FEIF Mbshp fees	2,635.14
Quarterly Inc.		Quarterly Expenses	2,000.00
		Graphics	
Quarterly Adv. Inc.	4,386.24	Postage for Quarterly	957.69
Quarterly back issue sales	20.00	Quarterly Printing	4,830.83
Total Quarterly Inc.	4,406.24	Total Quarterly Expenses	7,788.52
Total Membership Related Income	24,007.31	Toll Free line	103.60
		Website	6,783.90
		WorldFengur Exp.	1,872.64
		Total Membership Related Expenses	23,586.93
		Promotional Exp.	285.00
		Ambassador award	
		Promotion Material Printing exp	254.25
		Promotional Advertising	1,505.01
		Promotional postage expenses	79.24
		RC Co-op promo exp.	590.00
		Promotional Exp. - Other	213.77
		Total Promotional Exp.	2,927.27
		Regional Club Clinic exp	1,750.00
Registry Income	150.00	Registry Expenses	2,061.00
Duplicate Registration fees		Clerical for registry	
Late Stallion Report fees	591.00	Reg. WorldFengur Sbscrptn exp.	141.57
Registration fees	2,203.45	Registry Office supplies	93.48
Transfer fees	1,595.58	Registry Postage	368.61
Total Registry Income	4,540.03	Registry Expenses - Other	0.00
		Total Registry Expenses	2,664.66
USIHC Non-Member fees	321.21	Youth Committee Exp.	150.00
		Spaeri Award	
Youth Committee Inc.		FEIF Youth Cup Exp.	
Youth Cup Tryout Fees	600.00	2018 FEIF Youth Cup Exp.	732.10
		Total Youth Committee Exp.	882.10
Total Income	30,197.99	Total Expense	41,092.83

Net Income (Loss): -10,894.84