

Board of Directors Minutes 1.21.2020-Teleconference

I. Welcome & Call to order

- a. In Attendance: Dr. Rosanne Palermo, President, Angie DePuydt, Vice President, Charlotte Dumford, Secretary, Amy Rogala-Hobbs, Treasurer, Marquis Laude, Director, Eric Smith, Director, Allison Thomas, Director, Jason Tice, Executive Director
- b. Conflicts of Interest: No Conflicts of Interest were identified for this meeting.

II. **Correspondence**- One correspondence was identified but was moved under Discussion Items.

III. **Treasurer's Report**-Ms. Rogala-Hobbs reported that we will discuss a revised budget later in the meeting. Mr. Tice reported on some preliminary end of the year numbers for 2019. Our Net Income is approximately \$44,000.00 vs. a budget of \$4,500.00.

IV. **Consent Agenda-Motion made by Amy Rogala-Hobbs to accept the Consent Agenda. Motion seconded by Ms. Thomas. Motion passed unanimously.**

- a. AGM Committee 12.13.2019
- b. ABFP/Stallion Committee 12.17.2019
- c. Breeding Committee 12.30.2019
- d. Board of Directors Minutes 12.17.2019

V. **Executive Director's Report**

- a. **Membership:** Renewals are currently taking place, and Mr. Tice will have a final number for 2019 on Jan. 31, 2020 to reflect our membership year
- b. **DNA Issue:** Mr. Tice reported he has one ongoing DNA issue.
- c. **Chapter:** Mr. Tice asked for an update on the Chapter Application that was submitted to the FHANA Member Council. Ms. DePuydt reported that she is waiting for the results from the discussion with the local chapter. Dr. Palermo and Ms. Dumford will have this discussion after the completion of this meeting and report back.
- d. **Pending Legal Issue**-Mr. Tice reported the mediation is still scheduled for January 23, 2020. The office will be closed for this day depending on the time that this event takes place.
- e. **Stallion Update**-X-Rays have been submitted for both stallions and sent to the KFPS for review. The KFPS has approved both stallions' X-rays.
- f. **Website update**- Mr. Tice reported that he continues to work out small issues with the website, hoping to make it better and more user-friendly. Mr. Tice has learned that the issue with the access to information outside of North America is a KFPS issue. We need Mr. Hellinga to grant us access to the information again. Mr. Tice has submitted this request. Assistance from the President may be necessary.
- g. **Election/Nomination**-243 members have voted to this point. 241 have voted in the Bylaw vote.
- h. **Horse of the Year**-Voting has been completed, and it was a very close vote. There were 254 members who voted. From top to bottom, the difference was 17 votes, with a difference of only 3 votes between 1st and 2nd place. Mr. Tice reported favorably on the ease of using this voting system, **electionrunner.com** He may switch our BOD elections to this in 2021.
- i. **AGM Schedule for Board Members**-The board will be expected to attend the BOD meeting taking place Wednesday, Feb. 26, starting at 8:30AM. We will have our board meeting in the afternoon on the 26th. We have reservations at 5:30 at Battle Axes of Kentucky. This should be a fun way to release some stress after a day of meetings. Spouses and significant others are invited. We will have dinner at a very casual place across the street called Goodfellas. This is some of the best pizza in town. My goal is to keep this very casual and to keep people moving and talking with each other. Hopefully, this will help foster some camaraderie amongst the board. The strategic planning session will be held on Thursday, Feb. 27th. Hotel rooms reservations will be made for you and taken care of by FHANA. **Please remember that all Board members must purchase their own tickets to attend the AGM.**

VI. Committee Reports

- a. **Finance Committee**-Ms. Rogala Hobbs presented a revised budget which includes a revision to the labor line item. Mr. Tice adjusted this item to account for the changes in office personnel. This new revision now gives us a balanced budget to present to the membership for 2020. **Motion made by Ms. Thomas to approve the revised budget as presented. Motion seconded by Ms. Rogala-Hobbs. Motion passed unanimously.**

VII. Review Items

- a. **KFPS/FHANA Meeting**-Ms Dumford presented the recap from the meeting held in the Netherlands. Dr. Palermo reported on the discussion that took place during this meeting with two of the judges regarding the comments that were posted in The Friesian Magazine. The judge asserted that the information was taken out of context and that he would be happy to write a clarification for our next issue. The KFPS has approved our inspection schedule for 2020; however, representatives did discuss travel and hotel concerns brought forward by the judges. To address these concerns, representatives discussed various possible options going forward, including splitting up the circuits, trying a Canadian circuit again, and trying to move the inspections earlier in the season. Dr. Palermo also reported on the discussion that took place regarding our stallion testing. She suggested adding another live viewing of the stallions rather than relying solely on the video system. The KFPS will consider this further.
- b. **Board of Directors Offices**-Mr. Tice requested that any Board member interested in a specific officer position on the Board of Directors make it known so that other Board members can be prepared going into the February Board Meeting. Dr. Palermo reported that she would like to remain President again in 2020. No other names were brought forward. Ms. Rogala-Hobbs reported that she is interested in remaining the Treasurer for 2020 if she is reelected. No other names were brought forward. No one declared interest in nor were any other names brought forward for any other positions.

VIII. Discussion Items

- a. Ms. DePuydt expressed a strong desire to create a more supportive, cohesive Board environment going forward. She exhorted members of the Board to work together as a team to correct issues. Mr. Smith cited a desire for better communication and longer periods of open discussion prior to significant votes. All agreed that constant attention to teamwork and other improvements within the Board can directly benefit all FHANA members.

IX. Board Round Table Discussion

X. Good of the Order

- a. Next meeting Feb. 26, 2020, at 1:30PM EST in Lexington, KY. Future meeting March 17, 2020, via teleconference.

XI. Adjourn

Mr. Laude motioned to adjourn. Ms. Rogala-Hobbs seconded. Meeting adjourned at 2:52 EST.

2020 BUDGET

[Friesian Horse Association of North America]



Gray cells are calculated for you and generally should not be altered.

Income	2020 Budget	2019 Year to Date-Nov	2019 Budget	2018 Actual	2018 Budget	2017 Actual	2017 Budget	YTD Variance 2019	Notes
Memberships									
Membership Dues	\$ 210,000.00	\$ 189,736.40	\$ 213,000.00	\$ 205,799.04	\$ 217,000.00	\$ 201,731.06	\$ 200,000.00	\$ (23,263.60)	Associate Members: 41; Sport Pleasure: 97; Full Membership: 1260; Business: 100; New MemberAdmin Fee: 220
Friesian Magazine Subscriptions	\$ 3,000.00	\$ 2,565.00	\$ 3,000.00	\$ 3,805.00	\$ 3,500.00	\$ 4,026.46	\$ 3,000.00	\$ (435.00)	60 Magazine Subscriptions
Registration	\$ 135,000.00	\$ 126,201.00	\$ 145,000.00	\$ 141,746.00	\$ 145,000.00	\$ 149,070.00	\$ 130,000.00	-\$18,799.00	345 Foal Registration from 514 total Breedings. 125 horses Imported from the NL.
Genetic Testing (Hydro/Dwarf)	\$ 15,000.00	\$ 21,055.00	\$ 15,000.00	\$ 16,765.00	\$ 15,000.00	\$ 11,100.00		\$6,055.00	Recommending an increase in fee to \$75 or \$40 per individual test. Current fee is \$30/\$60. Recommend an increase in share DNA profiles to other registries from \$30 to \$40. Recommend an increase in DNA testing (Parentage) from \$50 to \$75.
Transfers	\$ 42,000.00	\$ 40,595.00	\$ 43,300.00	\$ 42,770.00	\$ 45,000.00	\$ 50,943.00	\$ 43,000.00	\$ (2,705.00)	465 Horse Transfers + Late Fees
Inspection	\$ 78,000.00	\$ 81,006.00	\$ 82,500.00	\$ 91,395.32	\$ 75,000.00	\$ 80,970.00	\$ 75,000.00	\$ (1,494.00)	Forecasting 450 Adult horses and 150 Foals to be judged in 2020 for a total of 600 Horses.
ABFP Income	\$ 42,450.00	\$ 46,270.00	\$ 53,500.00	\$ 61,332.60	\$ 55,300.00	\$ 58,662.52	\$ 56,000.00	\$ (7,230.00)	Need additional Information: based on 12-14 horses being tested for Tjaarda. 350 registrations fees collected. Committee recommends maintaining mare owner fee at \$500. Committee recommends no longer collecting \$50 ABFP fee after 2020 until further notice.
Education Week	\$ 10,500.00	\$ 7,525.00	\$ 10,500.00	\$ 9,152.89	\$ 6,000.00	\$ 5,950.00	\$ -	\$ (2,975.00)	Work in progress
35th Anniversary Celebration		\$ 43,945.07	\$ 47,000.00					\$ (3,054.93)	
Mare Show East/West	\$ 20,000.00	\$ 24,578.29	\$ 10,000.00	\$ 9,982.00	\$ 10,000.00	\$ 10,825.00	\$ 9,000.00	\$ 14,578.29	2 Shows with a total of 40 horses with sponsorships etc...Rough income is \$10,000/each
Annual General Meeting	\$ 29,000.00	\$ 29,785.63	\$ 26,000.00	\$ 34,057.57	\$ 26,000.00	\$ 39,678.74	\$ 20,500.00	\$ 3,785.63	
Merchandise/Marketplace	\$ 500.00	\$ 362.74	\$ 500.00	\$ 442.70	\$ 1,000.00	\$ 561.07	\$ 1,000.00	\$ (137.26)	
Total Memberships Category	\$ 585,450.00	\$ 613,625.13	\$ 649,300.00	\$ 617,248.12	\$ 598,800.00	\$ 613,517.85	\$ 537,500.00	\$ (35,674.87)	

Subscriptions/Advertising

Advertising	\$ 18,000.00	\$ 12,841.00	\$ 17,000.00	\$ 22,616.00	\$ 18,000.00	\$ 17,601.00	\$ 18,000.00	\$ (4,159.00)	No Fee increase
Website Classifieds	\$ 10,000.00	\$ 10,289.00	\$ 10,000.00	\$ 11,290.00	\$ 11,000.00	\$ 14,661.32	\$ 10,000.00	\$ 289.00	No Increase
Publications-Phyrso	\$ 3,200.00	\$ 3,875.00	\$ 3,000.00	\$ 4,235.00	\$ 3,000.00	\$ 4,680.00	\$ 3,000.00	\$ 875.00	
Sponsorships/Calendar	\$ 11,000.00	\$ 8,800.00	\$ 11,000.00	\$ 13,800.00	\$ 11,000.00	\$ 11,550.00	\$ -	\$ (2,200.00)	
Total Subscriptions/Advertising Category	\$ 42,200.00	\$ 35,805.00	\$ 41,000.00	\$ 51,941.00	\$ 43,000.00	\$ 48,492.32	\$ 31,000.00	\$ (5,195.00)	

Other Income

Interest & Dividends	\$ 5,000.00	\$ 20,931.68	\$ 5,000.00	\$ 11,438.75	\$ 4,000.00	\$ 6,233.69	\$ 4,000.00	\$ 15,931.68	Unknown dependent on economy
Rental Income	\$ 4,200.00	\$ 3,850.00	\$ 4,200.00		\$ -	\$ -	\$ -	\$ (350.00)	Tenant at \$350/mo.
Awards	\$ 1,500.00	\$ 1,400.00	\$ 1,500.00	\$ 1,525.00	\$ 1,500.00	\$ 1,325.00		\$ (100.00)	Income received for USDF All-Breeds
Misc. Income	\$ 500.00	\$ 863.39	\$ 500.00	\$ 600.47	\$ 500.00	\$ 475.45	\$ 500.00	\$ 363.39	
Banking Credit		\$ 35.00				\$ -		\$ 35.00	
Total Other Income Category	\$ 11,200.00	\$ 27,080.07	\$ 11,200.00	\$ 13,564.22	\$ 6,000.00	\$ 8,034.14	\$ 4,500.00	\$ 15,880.07	

Total Income	\$ 638,850.00	\$ 676,510.20	\$ 701,500.00	\$ 682,753.34	\$ 647,800.00	\$ 670,044.31	\$ 573,000.00	-\$24,989.80
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Expense	2020 Budget	2019 Year to Date-Nov	2019 Budget	2018 Actual	2018 Budget	2017 Actual	2017 Budget	YTD Variance	
Administrative									
Postage/Delivery Services	\$ 16,000.00	\$ 17,176.65	\$ 20,000.00	\$ 23,074.97	\$ 17,000.00	\$ 19,473.13	\$ 16,000.00	\$ 2,823.35	Some expense moved to the corresponding committee.
Office Operations	\$ 15,000.00	\$ 16,056.64	\$ 13,000.00	\$ 14,517.69	\$ 13,000.00	\$ 15,628.60	\$ 10,000.00	\$ (3,056.64)	
Telephone Services	\$ 5,300.00	\$ 4,796.15	\$ 5,200.00	\$ 5,411.11	\$ 4,800.00	\$ 5,268.05	\$ 5,500.00	\$ 403.85	
Credit Card/Paypal Usage Fee	\$ 20,000.00	\$ 17,926.55	\$ 17,000.00	\$ 18,478.37	\$ 14,000.00	\$ 15,592.65	\$ 12,000.00	\$ (926.55)	
Insurance	\$ 8,800.00	\$ 8,638.70	\$ 8,500.00	\$ 8,263.85	\$ 8,500.00	\$ 8,291.62	\$ 8,500.00	\$ (138.70)	Continue to see an increase in Credit usage Fee. Raised this 15% for 2020.
Professional Services	\$ 9,000.00	\$ (2,717.12)	\$ 11,500.00	\$ 33,553.26	\$ 7,500.00	\$ 8,925.18	\$ 7,500.00	\$ 14,217.12	Lowered this from previous years. Pending litigation to be settled in early 2020. Trademark is completed on current logo.
Printing	\$ 4,000.00		\$ 6,000.00	\$ 6,923.70	\$ 5,000.00	\$ 2,867.34	\$ 3,000.00	\$ 6,000.00	
Bank Charges	\$ 1,500.00	\$ 982.56	\$ 1,500.00	\$ 1,935.00	\$ 1,500.00	\$ 1,667.20	\$ 1,500.00	\$ 517.44	
Total Administrative Category	\$ 79,600.00	\$ 62,860.13	\$ 82,700.00	\$ 112,157.95	\$ 71,300.00	\$ 77,713.77	\$ 64,000.00	\$ 19,839.87	

Member Services

Inspection-Supplies	\$ 10,500.00	\$ 11,805.56	\$ 10,500.00	\$ 10,322.21	\$ 9,000.00	\$ 9,901.06	\$ 4,000.00	\$ (1,305.56)	
KFPS	\$ 135,000.00	\$ 100,134.70	\$ 145,000.00	\$ 137,096.75	\$ 140,000.00	\$ 101,631.47	\$ 147,000.00	\$ 44,865.30	
Friesian Magazine	\$ 54,000.00	\$ 53,749.01	\$ 52,000.00	\$ 47,636.00	\$ 54,000.00	\$ 54,223.28	\$ 54,000.00	\$ (1,749.01)	No increase for editor, slight increase in printing and distribution.
Judging	\$ 34,000.00	\$ 27,389.14	\$ 34,000.00	\$ 30,786.40	\$ 34,000.00	\$ 32,864.47	\$ 30,000.00	\$ 6,610.86	
Parental Verification	\$ 14,000.00	\$ 15,602.20	\$ 17,500.00	\$ 17,636.00	\$ 18,000.00	\$ 20,738.00	\$ 18,000.00	\$ 1,897.80	Number based on breedings while considering DNA issues.
Genetic Testing (Hydro/Dwarf)	\$ 9,000.00	\$ 14,638.00	\$ 8,500.00	\$ 13,426.00	\$ 7,250.00	\$ 8,425.00		\$ (6,138.00)	
Marketing/Advertising	\$ 14,400.00	\$ 8,544.50	\$ 14,000.00	\$ 12,043.64	\$ 14,000.00	\$ 11,725.76	\$ 14,000.00	\$ 5,455.50	Budget was submitted by committee to include the following: Exhibitor Events \$5500, Show Sponsorship \$500, Social Media \$2000, FHANA Family Program \$3500, Ambassador Program \$1200, Logo Design \$1750, We Speak Friesian \$2800
Awards	\$ 10,000.00	\$ 10,386.62	\$ 10,000.00	\$ 5,837.16	\$ 7,000.00	\$ 7,319.17	\$ 7,000.00	\$ (386.62)	End of the year awards
ABFP Testing/Offspring Approval	\$ 38,000.00	\$ 43,650.41	\$ 53,500.00	\$ 50,411.17	\$ 54,000.00	\$ 78,880.10	\$ 45,000.00	\$ 9,849.59	Looking at 12-14 horses being tested from Tjaarda. Facility will be same as 2016. Expenses still being worked out.
Annual General Meeting	\$ 28,000.00	\$ 34,640.53	\$ 25,300.00	\$ 35,860.10	\$ 25,000.00	\$ 28,510.63	\$ 20,000.00	\$ (9,340.53)	
Mare Show East/West	\$ 17,500.00	\$ 22,484.11	\$ 8,500.00	\$ 9,358.17	\$ 9,000.00	\$ 11,886.63	\$ 9,000.00	\$ (13,984.11)	
35th Anniversary Celebration		\$ 41,459.23	\$ 45,000.00	\$ 1,170.56	\$ 2,500.00			\$ 3,540.77	
Clinic Sponsorship/Education Week	\$ 8,000.00	\$ 5,627.51	\$ 5,500.00	\$ 4,779.97	\$ 4,500.00	\$ 4,036.22	\$ 500.00	\$ (127.51)	Details to be worked out with KFPS
2019 Calendar Production	\$ 5,500.00	\$ 4,423.30	\$ 6,500.00	\$ 4,600.00	\$ 6,500.00	\$ 4,500.00		\$ 2,076.70	
Strategic Planning Session	\$ 16,500.00								Money will be used from our Savings Account but needs to be accounted for based on our Cash Accounting procedures.
Membership Committee	\$ 4,000.00								Requesting money for promotional items for membership drive. 2019 item was the magnets
Website Maintenance	\$ 6,000.00	\$ 5,563.82		\$ 7,397.01	\$ 6,000.00	\$ 6,392.05	\$ 6,000.00	\$ (5,563.82)	License Fee for portal is 5500 Euro
Website Design			\$ 11,500.00		\$ 2,500.00	\$ -	\$ 2,500.00	\$ 11,500.00	
Total Member Services Category	\$ 404,400.00	\$ 400,098.64	\$ 447,300.00	\$ 388,361.14	\$ 393,250.00	\$ 381,033.84	\$ 357,000.00	\$ 47,201.36	

Labor

Payroll/Payroll Taxes	\$ 104,500.00	\$ 100,458.75	\$ 111,000.00	\$ 11,526.71	\$ 108,650.00	\$ 107,900.44	\$ 106,000.00	\$ 10,541.25	Committee raised this 5% for 2020
Employee Benefits	\$ 10,350.00	\$ 10,684.20	\$ 13,000.00	\$ 109,435.19	\$ 13,000.00	\$ 8,911.25	\$ 9,000.00	\$ 2,315.80	
Total Labor Category	\$ 114,850.00	\$ 111,142.95	\$ 124,000.00	\$ 120,961.90	\$ 121,650.00	\$ 116,811.69	\$ 115,000.00	\$ 12,857.05	

Other Expenses

[Friesian Horse Association of North America]



Lease/Utilities	\$ 18,000.00	\$ 16,589.81	\$ 18,000.00	\$ 16,351.65	\$ 30,000.00	\$ 22,792.90	\$ 27,500.00	\$1,410.19	No increase in Lease, partially recouped from tenant.
Board Of Directors	\$ 10,000.00	\$ 7,691.49	\$ 12,000.00	\$ 8,484.76	\$ 10,000.00	\$ 6,600.54	\$ 5,500.00	\$4,308.51	
Staff Travel/Education	\$ 6,000.00	\$ 7,435.53	\$ 7,500.00	\$ 4,867.78	\$ 5,000.00	\$ 3,750.18	\$ 3,000.00	\$64.47	
Capital Improvements			\$ -	\$ 544.59	\$ 2,500.00	\$ -	\$ -	\$0.00	
Depreciation	\$ 5,000.00		\$ 4,600.00	\$ 22,920.00		\$ 24,904.00		\$4,600.00	
Misc. Expense	\$ 1,000.00	\$ 533.55	\$ 1,000.00	\$ 1,067.79	\$ 1,000.00	\$ 2,788.87	\$ 1,000.00	\$466.45	
Total Other Expense Category	\$ 40,000.00	\$ 32,250.38	\$ 43,100.00	\$ 54,236.57	\$ 48,500.00	\$ 60,836.49	\$ 37,000.00	\$10,849.62	

Total Expense	\$ 638,850.00	\$ 606,352.10	\$ 697,100.00	\$ 675,717.56	\$ 634,700.00	\$ 636,395.79	\$573,000.00	\$ 90,747.90	
Total Net Income	\$ -	\$ 70,158.10	\$ 4,400.00	\$ 7,035.78	\$ 13,100.00	\$ 33,648.52	\$0.00	-\$65,758.10	Difference is the Strategic Planning Session, otherwise there would be a small profit budgeted for 2020.

Chart of Accounts-Income

Memberships

Membership Dues
New Associate
New Business
New Full
Renew Associate
Renew Business
Renew Full
Renew Sport/Pleasure
New Member Administrative Fee
Registration
Foal Registration
Late Registration
Bbook II
Import
Sport Predicate
Microchip Rental
Embryo Transfer
Genetic Testing Income
Hydro/Dwarf Testing
Inspection
Circuit 1
Circuit 2
Circuit 3
Central Proving
Predicates
ABFP Income
Transfers
Transfer Fee
Late Transfer Fee
Annual General Meeting
Registration
Central Mare Show
Education Week Registration
Merchandise
Merchandise
FHANA Marketplace

Subscriptions/Advertising

Advertising
Friesian Magazine
Website Classifieds
Website Classified
Publications(Phryso)
Phryso Magazine
Sponsorship/Calendar
FHANA Sponsorship
Calendar Income

Other Income

Interest & Dividends
Bank Account
Certificates of Deposit
William Blair
Banking Credit
Non-Sufficient Funds
Misc Income

Chart of Accounts-Expense

Administrative

Postage/Delivery Services
Delivery Services
Postage General Office
Office Operations
Copy Machine Lease
Computer Equipment
Furniture
Maintenance
Office Equipment
Office Supplies
Postage Machine
Telephone Services
Internet Services
QX.net
Credit Card
Discover Card
MC/Visa
Paypal
Insurance
General Liability
Directors
Professional Services
Legal
IT
Accounting Services
Printing
General Office
Bank Charges
Wire Transfer
Returned Check
Service Charge

Member Services

Inspection-Supplies
Circuit 1
Circuit 2
Circuit 3

Ribbons
Programs
Supplies
KFPS
Membership
All fees associated with KFPS
Friesian Magazine
Design
Editor
Postage
Printing
Judging
Lodging
Transportation
Parental Verification
DNA
Microchipping
Genetic Testing
Hydro/Dwarf
Public Relations/Advertising
Equine Affaire
Horse Shows
Magazine Advertisements
Awards
All-Breeds
Perpetual Awards

ABFP Testing/Offspring Approval
Annual General Meeting
Central Mare Show
Clinic Sponsorship/Education Week
Education Week Registration
Chapter Sponsorships/Chapter of Year

Website Maintenance
Website Maintenance

Website Design

Membership Committee

Strategic Planning

Labor

Payroll/Payroll Taxes
Salary Bonus
Salary Regular
Payroll Taxes
Employee Benefits
Health Insurance
Simple IRA
Supplemental Insurance

Other Expense

Lease
Lease/Utilities
Board of Directors
2020 AGM
Supplies
Food/Per Diem
Lodging
Travel
Annual General Meeting
Banquet
Staff Travel
Food/Per Diem
Lodging
Travel
Continuing Education
Misc. Expense
Affiliation Dues
Member Hospitality
Depreciation

FHANA/KFPS Meeting Minutes
January 10, 2020, 2 pm, The Netherlands

In Attendance:

Dr. Rosanne Palermo, FHANA President
Mr. Ids Hellinga, KFPS Director
Mr. Wiebe Wieling, KFPS Chairman
Ms. Charlotte Dumford, FHANA Secretary
Mr. Marquis Laude, FHANA Director
Ms. Wytse Schuth, KFPS Manager of Keurings and Education
Ms. Louise Hompe, KFPS Inspector
Mr. Piet Bergsma, KFPS Inspector
Mr. Jason Tice, FHANA Executive Director

The meeting opened with a discussion about the North American inspection schedule. Ms. Louise Hompe and Mr. Piet Bergsma remarked on the concerns of the judges, primarily the hectic travel schedules and their desires for more “down time” between inspection. Of particular concern were late evening and early morning flights. Dr. Palermo reminded these KFPS representatives of the greater geographic challenges involved in the North American circuits but welcomed any suggestions the judges might have to resolve these issues. The two judges suggested the possibility of separating the Canadian circuit in timing from the other circuits and perhaps making the other circuits a bit later. Dr. Palermo and Ms. Dumford cautioned that some large dressage competitions as well as regional championships could conflict with this plan. FHANA will coordinate with the KFPS to find workable solutions.

FHANA Executive Director, Mr. Jason Tice, reported on the ongoing legal matter involving the KFPS and FHANA. Dr. Palermo inquired about the KFPS’s stance and plans and made several suggestions going forward. The KFPS indicated it prefers to adopt a “wait-and-see” strategy, pending the outcome of the mediation meeting planned for January 23 in the U.S.

Dr. Palermo, following up on new policies the KFPS has instituted for stallion selection, inquired if these policies would apply to North American candidates as well. Specifically, she asked if our stallions would be allowed the same timing for semen testing. Mr. Hellinga assured us that North American stallions will also be allowed a second chance to be tested and to meet semen quality standards. Dr. Palermo also proposed a change to the current video process for selecting stallions in North America. She suggested that North American stallions would have better chances if we could replace the first video in late spring/early summer with an actual “eyes-on” inspection by the judges after the initial selection of any young stallion at the previous fall’s inspections. The KFPS will discuss and consider this proposal.