

## Board of Directors Minutes November 17, 2020 6:00PM EST

### I. Welcome & Call to order

- a. In Attendance: Dr. Rosanne Palermo, President, Marquis Laude, Vice President, Allison Thomas, Secretary, Eric Smith, Treasurer, Angie DePuydt, Director, Charlotte Dumford, Director, Mathew Jenkins, Director, Jason Tice, Executive Director
- b. Conflicts of Interest: Ms. DePuydt mentioned that as she is on the list of potential mentors, she will abstain from any part of the discussion regarding selecting of mentors.

### II. Correspondence

- a. None.

### III. Treasurer's Report-

- a. Mr. Smith presented the October 2020 Month-End Financials.
  - i. Balance Sheet
    1. Total Assets: \$434,360.00
    2. Total Liabilities: \$202.49
    3. Total Liabilities & Equity: \$434,360.00
  - ii. October Profit & Loss
    1. Total Income: \$433,546.67
    2. Total Expense: \$413,619.80
    3. Net Income: \$19,944.81
  - iii. **Motion made by Mr. Smith to accept the October Treasurer's report. Motion seconded by Ms. Thomas. Motion passes unanimously.**

### IV. Consent Agenda - **Motion made by Mr. Laude to accept the Consent Agenda as presented. Motion seconded by Mr. Smith. Motion approved unanimously.**

### V. Executive Director's Report

- a. **Membership:** Our membership is currently at 1538. Renewals for 2021 start mid-November.
- b. **DNA Issues:** None currently.
- c. **Registration Issues:** None currently.
- d. **Quickbooks:** Our Quickbooks will be moving to the online version as of January 2021 at a cost of \$25/month.
- e. **Server:** Jason would like to proceed with switching our server over to a Cloud server, G Suites. This has been tested and so far is working well. The server will be kept as a back up in an emergency.
- f. **2020 USDF All Breeds Awards:** FHANA had a total of 17 horses receive an award and we will award 11 due to duplicates. Winners are receiving a hanging stall plate that will list the horses name, members name, and FHANA logo. They will also receive a 35th Anniversary T-Shirt that will also have the USDF logo on it along with 2020 FHANA All-Breeds.
- g. **Non-Member:** Four people have taken advantage of the new transfer fee/membership fee since Nov. 1. Letters have been sent to all pending transfers to let them know of the option.

## VI. Committee Reports

- a. **Inspection Committee:** Mr. Laude walked the board through the changes to the proposed inspection schedule. These were made due to a conflict between the dates of the KFPS Mare Show and FHANA's Circuit 3. This has now been rectified. **Motion made by Mr. Laude to approve the 2021 Inspection Schedule as presented. Motion seconded by Ms. Thomas.** Mr. Smith asked whether the second Texas site was closer to Houston or Austin. Ms. Dumford clarified that it was closer to Houston. Jason presented a map that laid out the locations of all sites on the FHANA Inspection Circuit for 2021. **Motion passed unanimously.**
- b. **Sport Committee:** Ms. Dumford presented the amended Lifetime Achievement Award application. Mr. Smith asked if there was a quantitative way to select which horses met the criteria based on the scores submitted. Ms. Dumford explained that scores must be at FEI level of competition to be considered, which sets a benchmark for what the horse must have accomplished. Other ways of promoting the breed such as parades, breed demos and other exhibitions will be considered in the selection process as well, but the bar is set high. Ms. Thomas asked what the process was for a nominee to move through to achieve the award. Currently the process is that the form will be filled out online and submitted with all applicable show records. This will be sent to the Sport Committee for approval before being passed on to the board. Ms. Thomas suggested that it be considered that applications for this award go through a process similar to the Hall of Fame inductees, where once the Board has approved of a nominee, it be sent to the FHANA Chapter Presidents for a final vote. Mr. Smith agreed that this would be a good way to prevent bias and add a final check on nominations. Jason noted that that part of the process has not been firmly discussed yet and that this could be adapted by the committee. Dr. Palermo felt that this would be a good way to stay ahead of concerns about bias, but that it was unfortunate that that was still a concern. Ms. Dumford will take this back to the committee with the note that the Board felt the application form was sufficient and that only the full procedure for applications needed to be finalized.

## VII. Review Items

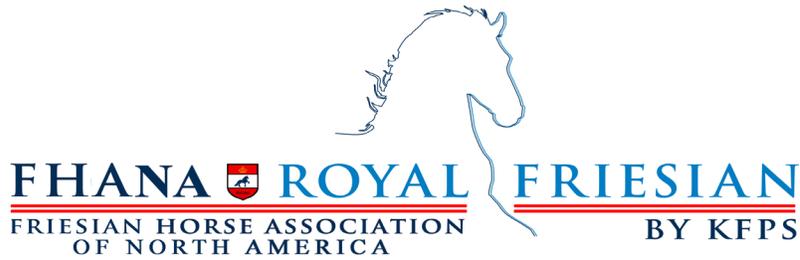
- a. **We Speak Friesian:** Mr. Jenkins presented the new We Speak Friesian pamphlet to the board. It was very well received. Ms. DePuydt asked about the colour selection and whether this may tie in to a new FHANA logo. At this time, the logo has not been designed, so colour selections were made based on what suited the pamphlet best. Sponsorships were left off of the final copy due to concerns that as sponsors change, it creates wasted collateral that must be reprinted. **Motion made by Mr. Jenkins to approve and print the new We Speak Friesian collateral piece. Motion seconded by Ms. Thomas.** Mr. Smith noted one grammar error that needed correction. **Motion amended to include the corrected grammar change. Amended motion passes unanimously.**
- b. **2021 FHANA Election:** Jason provided an update on the election. Currently there are 3 completed and accepted nominations and 2 nominees that are awaiting a second nomination. Assuming an election is needed to fill the three open seats, ballots will be done online for most members. Paper ballots will be sent to those who require or request them and will be sent to another organization in the horse park for independent counting.
- c. **FHANA Timeline Update:** The updated FHANA timeline for the website was presented to the board. Dr. Palermo noted a correction required for Wander 352. Mr. Smith asked whether the information for Djoerd 483 should be added. Ms. Thomas verified that he was imported before his approval status was put on hold. The Board agreed that he should be included on the timeline.

**VIII. Discussion Items**

- a. **Volunteer of the Year:** The suggestion was made to select one Volunteer of the Year, and to also do something else to recognize all of the committee chairs. The Board agreed with this plan. **Motion made by Mr. Laude to award the member selected as Volunteer of the Year. Motion seconded by Ms. Dumford. Motion passed unanimously.**

**IX. Board Round Table**

- a. **Member Council:** In the past, it has been implied that FHANA representatives to the KFPS Member Council must speak fluent Dutch. However, other countries have representatives who do not speak Dutch, so this requirement will not be a part of the selection process for the two FHANA representatives that need to be selected. Ms. Thomas asked if the board wanted to consider asking the FMC or the membership at large for volunteers. Ms. DePuydt mentioned that whoever is considered should be organized, detail oriented, and able to report important news back to FHANA in a timely manner. Jason suggested that anyone who runs for the FHANA board and is not elected could be considered for these positions, as they will be people who have already demonstrated that they are invested in FHANA. This suggestion was well received. Dr. Palermo asked that all board members consider names that could be good candidates. The decision should be made by the end of the calendar year.
- b. **Mentoring Program:** Mr. Jenkins referred to the mentoring program presented in the October meeting. **Motion made by Mr. Jenkins to approve the Mentoring Program and Mentoring Handbook as presented. Motion seconded by Ms. Thomas.** Dr. Palermo asked how mentors would be selected. Mr. Jenkins outlined the procedure: applicants would request becoming a mentor. These people would be forwarded to the Membership Committee and reviewed. If approved by the Membership Committee Chair, they would be passed on to the FHANA Board President for final approval. Ms. DePuydt mentioned that the Education Committee felt the Mentors would be an excellent group to lead the FHANA 101 breakout sessions at the AGMs, as they will be very familiar with the materials as well as with many of the new members. Ms. Thomas noted some edits to the Mentoring Handbook document that she had sent to Mr. Jenkins. He did not receive them – Ms. Thomas will reforward them for review. She agreed that these revisions were not significant enough to push off approval of the document so that the program can move forward. Ms. Thomas suggested that there should be a published set of steps to apply to be a mentor so that the process is transparent. Mr. Jenkins explained that the reason the criteria has been left open is because a stricter criteria might eliminate an excellent mentor candidate and still include people who would not be suitable. **Motion approved unanimously.**
- c. **Committee Year in Review:** Jason mentioned that the Committee Chairs will need to send in their Year in Review for the committee in order to have it in the AGM Program. He requested that these be extremely detailed this year to ensure the membership has a good picture of what the committees have been working on while Covid 19 has curtailed our public activities.
- d. **2021 AGM Update:** Ms. Thomas asked what the procedure will be if travel is not possible come February 2021. Current restrictions could make it impossible for the Board members to meet in person while following regional and national mandates. The FHANA Bylaws require that an AGM be attended by all Board Members in person. She suggested that in the future an amendment to this Bylaw should be considered to allow for extenuating circumstances. The Board agreed that the situation would be monitored and that decisions would be made on how to proceed closer to the date of the AGM.
- e. **Fenway Foundation Update:** Ms. DePuydt informed the Board that the KFPS has requested that the Fenway Foundation partner with the University of Kentucky in order to pursue further research into the causes of Megaesophagus and Aortic Rupture in Friesians. Fenway Foundation is currently in search of



10 foals who display signs of megaesophagus in order to study the disorder early on. Two candidates have been located, eight more are still needed.

**X. Good of the Order**

- a. Next meeting December 15, 2020, at 6:00PM EST via teleconference. Future meeting January 19, 2021, at 6:00PM EST, subject to change.

**XI. Adjourn**

- a. Ms. Thomas motioned to adjourn. Motion seconded by Ms. Dumford. Meeting adjourned at 7:59 pm EST.