

**FMC Meeting
March 17, 2021
Zoom Meeting**

In Attendance:

Sharon Bechler- Central California Friesian Horse Club
Carrie Blair – Ohio Valley Friesian Horse Association
Will Bron – Northwest Friesian Horse Club
Marvel Jeffcoat – South Central Friesian Horse Association
Mark McGowan - Lone Star Friesian Horse Club
Anna Osinga – Atlantic Canada Friesian Horse Association
Danielle Barrasso - Friesian Horse Association of New England
Danielle Piascik– North East Friesian Horse Club – West Coast Friesian Horse Club
Jack Vanderkooy – Ontario Friesian Horse Association
Janice DeBoer Vermerris – Michigan Friesian Horse Association
Kay Veinotte – Pacific Friesian Horse Club
Annie Muilwijk – Alberta Horse Association

Mathew Jenkins – FHANA Board
Jo Ann Clough– Administrator
Kelly Twambly – Administrator

Members Not Present:

Lori Brock – North Michigan Friesian Club
Nina Miller – West Coast Friesian Horse Club
Greg Walsh – Sierra Nevada Friesian Horse Club
Tiffany van der Kooi – Great Lakes Friesian Horse Association
Klazien Sietsma - Alberta Friesian Horse Association
Beatrice Whiteley – Friesian Horse Club of Southern California
Lisa Baker, FHANA Education Committee, new FHAME Representative
Allison Sable – Mountain Time Friesian Chapter

1. **Call to Order-** The March 17, 2021 meeting was called to order by Ms. Bechler at 8:05 EDT. Ms. Bechler reminded all that the chapter renewals are due by the end of March. She asked all to get their renewals in on time. She also asked if any chapter was planning on submit to host the 2023 AGM and reminded all that the due date for their submission to the FHANA Office was May 1.
2. **Approval of the February minutes.** Ms. Bechler asked if there were any changes to the February minutes. Ms. Jeffcoat motioned to approve the minutes and Mr. McGowan seconded. The motion passed unanimously.

New Business

3. FHANA Board Update.

- a. Mr. Jenkins remarked that he is currently the FMC Liaison, this might change once the pending Board election is decided. He explained that before the AGM Board meeting, they discovered a loophole in the bylaws specifically, the Board could not have elections remotely. They currently must be nominated and voted on in person. He stated that he hoped all saw the bylaw email from FHANA for voting on a change to allow the officers to convene over Zoom or teleconference, giving them the authority to vote remotely if there are travel restrictions, disasters, and the like. This would be a permanent change to the bylaws, not just for the current pandemic. This change is not nefarious, they need to ensure their constitution addresses contemporary challenges. If you have any questions, please contact him with questions.
- b. Mr. Jenkins highlighted the revised code of conduct (CoC). The new CoC is on the website, it details the ins and outs of what FHANA wants to see from members, this is a guideline of expectations. He announced that they are moving forward with the next steps for Future FHANA, it is now a subcommittee of the Membership committee and they have a chair to lead it. He also reported that we are moving forward with the Inspections.
- c. Ms. Bechler inquired how the coloring book was coming along. Mr. Jenkins reported that Fenway bought the last three pages, all 24 are sold. This will raise \$4k for *Future FHANA* awards, scholarships, to sponsor new members, etc. There is a fee for *Future FHANA*, if there is a young person who wants to get involved and cannot afford it, they would provide a scholarship. Ms. Morgan is doing custom drawings for the book and it is expected to ship by May 1.

4. FHANA Code of Conduct (page 5): Should FMC officially align with the CoC? A motion was made by Ms. Bechler to adopt the FHANA CoC for the FMC and Mr. McGowan seconded. It passed unanimously.

5. **Chapter Website Update:** There was a discussion on how to modify the FHANA Chapter page to reduce confusion for chapters and users. Currently chapter territories are listed by states, zip codes, and counties. Many of the chapters are overlapping. Some of these territory designations are not correct. All were reminded that a member can join any chapter, they can even join more than one; however, they are limited to voting at only one location as a full member and would be an associate at the others. Mr. McGowan agreed with changing the current approach. Others expressed concerns with the current method of designating territories. It was asked what should be used for the location for each chapter, it was suggested the address of record of the club. Mr. Jenkins suggested new graphics, that we could use a map. There was also a recommendation by Ms. Osinga to include the Canadian provinces. A suggestion was made to also include a Face Book link or website for each chapter. **A motion was made to ask FHANA to revise the Chapter Page by removing the territories, adding the FB links for each chapter and/or their websites, to use the address of record, and to add an introductory paragraph indicating members can join more than one**

chapter, that they can select from any area, that they can join more than one chapter, and that a member can only be a full member with voting privileges at one location. Ms. Bechler made the motion and Mr. Vanderkooy seconded. The motion passed unanimously.

6. **Re-Keuring: Inspection Regulations Appeals (page 7) - Article 15 Link:**
<https://english.kfps.nl/TheKFPS/Rulesregulations/Inspectionregulations.aspx>

There was a detailed discussion relating to Re-Keurings. Ms. Clough reported that there will be Re-Keurings in 2021. The President, Ms. Palermo, indicated that FHANA will follow the KFPS guidelines. Ms. Clough indicated that the specific process steps are outlined on the KFPS Inspection Regulations webpage (address above). These expectations include but are not limited to the need to be evaluated by a different jury, to request a Re-Keuring through the KFPS, and that there are specific timelines that must be adhered to. Ms. Bechler indicated that these requirements are tough, that logistically it can be challenging given the geography in North America and the infrequent Inspections compared to the Netherlands. Mr. Vanderkooy indicated this discussion occurred a year and a half ago and that the FHANA BOD agreed to update the policy to allow an appeal Keuring, to have a second chance at a Keuring. He imagines that FHANA and the KFPS would have a policy specifically for North America, he asked that we have them negotiate for the same benefit that is specific for our circumstances in North America. Mr. Jenkins indicated that we have been in violation of our bylaws with respect to the KFPS appeal process. He commented that if a member has their horse judged at the end of the year, the Re-Keuring may not be feasible until the next season. He advised that we need to coordinate with the KFPS, to deal with this bylaw quandary. It was decided after the discussion to have the Inspection Committee review this issue and that they make a motion pertaining to Re-Keuring processes to the BOD. Mr. Jenkins indicated that this would be the fastest way to get this addressed. It was also asked if the Judges could be switched from east to west to ensure a different jury was available. It was noted there would be cost involved for travel to accomplish this. **A motion was made to ask the Inspection Committee to create Inspection appeal/Re-keuring processes for North America that would be submitted to the BOD for discussion with the KFPS for implementation. It was seconded by Mr. Vanderkooy. The motion passed unanimously.** Members expressed that they would like this resolved for the 2021 Inspection. Ms. Clough will present this information to the Inspection Committee. Ms. Bechler would like their committee recommendations to be presented back to the FMC. Mr. Jenkins commented that FHANA is a member-centric organization, indicating that the FMC contributes to help run this organization. There are only two staff members and the rest are all volunteers. In addition, he reported that there are 10 new members willing to work on committees.

7. **Round Table Discussion.**

- a. Ms. Bechler reported that the KFPS Judges are coming to NA to see the stallions in California in June.
- b. Ms. Mulwijk reported what she discovered at Pырso.com as it relates to video presentations and sent out an email pertaining to the same to FHANA leaders. The news indicated the temporary possibility in the NL of submitting online tests

towards achievement of the sport predicate. This reminded her of the limited possibilities in North America to ride or drive acknowledged tests towards sport/sport elite predicate. There are very limited driving possibilities.

She asked if FHANA could lobby with the KFPS for tests (or some of the necessary 5 tests) to be submitted online. This would be permanent not just for our current pandemic. She reported that Ms. Palermo asked Ms. Aumiller, Sports Committee, to draft a letter for submission to the KFPS for their review and decision. There were several obstacles in NA identified by FMC members as it relates to pursuing sport/sport elite including but not limited to:

- Requirement for higher licensed ADS judges in NA
- Limited number of qualified judges
- Limited event opportunities for judging
- Number of tests required for Predicate considering limited options.
- Need for additional dressage memberships – Dutch Dressage Federation or sports organization.
- America is no longer a driving affiliate.
- The challenges with video technologies, restrictions by the KFPS
- Identifying judges who are willing to judge videos.

8. **Next Meeting Date** – Wednesday, April 14, 2021
9. **Motion to Adjourn** – Mr. McGowan motioned to adjourn, and Ms. Piascik seconded the motion.

Recorder – Jo Clough



Dear FHANA Members,

During the most recent FHANA Board of Directors, a FHANA Code of Conduct was presented by the FHANA Membership Committee and voted into policy. We wanted to share this Code of Conduct with the membership for review.

Code of Conduct

The mission of The Friesian Horse Association of North America (FHANA) is “To Protect and Promote the KFPS Friesian Horse in North America.” In order to help FHANA succeed in this mission, a standard of conduct must be outlined for the membership. Adherence to this Code helps to ensure a safe and positive environment for all involved in FHANA’s business affairs, inspections, activities, programs, events, social media presence, and chapter activities.

Standards of Conduct

It is the policy of FHANA that its members, employees, board directors, committee members, mentors, site hosts, chapters and chapter members uphold the highest level of ethical and professional behavior, and shall:

1. Act in accordance with FHANA’s By-Laws and Rules & Regulations.
2. Treat with respect and consideration all persons, regardless of race, religion, gender, sexual orientation, maternity, marital or family status, disability, age, or national origin. FHANA supports equal opportunity, prohibits discriminatory practices, and is committed to providing an environment in which all individuals are treated with respect and fairness.
3. Respect and protect privileged information to which they have access in the course of conducting official FHANA duties.
4. Exhibit professional and ethical behavior in any and all FHANA related activities. An even higher standard of behavior is expected from longstanding members, former board directors, and those in current or past leadership roles within FHANA.
5. Refrain from hostile communication with FHANA office employees.
6. Ensure any communication about FHANA, including social media posts, comply with FHANA’s policies on confidentiality and disclosure of proprietary information.
7. Be aware that all FHANA policies that regulate conduct apply to social media activity.
8. Agree that unless given written consent, FHANA’s logo may not be used in print or social media posts, per FHANA Rules and Regulations.
9. Understand that all FHANA event attendees and site hosts are expected to conduct themselves in a polite, professional, and respectful manner. This Code pertains to all Inspection attendees regardless of their membership with FHANA or a chapter.
10. Support FHANA in protecting all members from bullying, harassment, intimidation, or any other kind of predatory behavior.
11. Make the health and safety of horses, members, and attendees paramount at all FHANA related activities or events.
12. Make known when representing FHANA in any capacity, one’s personal opinions are not that of the organization.



Enforcement

Violations of the Code may result in penalties of varying or accelerating degrees, depending on frequency or severity. Serious violations and their consequences fall under the jurisdiction of the FHANA Grievance Policy, FHANA By-Laws, and FHANA Rules and Regulations.

This policy can be found on the FHANA Website: <https://fhana.com/friesian-horse-association-of-north-america-code-of-conduct/>

KFPS Inspection Regulation

Article 15 Appeal

Inspection results are open for appeal. Options for appeal are requests for a re-inspection or re-measurement.

1.Re-inspections*

The KFPS offers the option for a re-inspection. The re-inspection will be carried out by another jury. Re-inspection of a horse is firmly scheduled to take place at the time of the next upcoming re-inspection. Applications for re-inspection must be sent in writing to the KFPS administrative office within seven days after the horse has been inspected. When a horse is re-inspected the result of the first inspection will be nullified. The outcome of the re-inspection will be binding. In case a horse was submitted to linear scoring at the time of the first inspection the linear scoring will be repeated at the re-inspection.

2.Re-measuring

Any objection to the outcome of measuring can be submitted in writing to the administrative office up to 15 minutes after measuring took place. The re-measurement will be carried out by another individual who will be using the same measuring stick. The outcome of re-measuring will be binding without the option for appeal.

** A re-inspection is a means of appeal with regard to the original inspection. A re-inspection will be carried out conform the usual, generally accepted appeal procedures. This means that the Re-Inspection Jury makes its own appraisal while considering the assessment results of the original inspection. The assessment result can contain information about predicates as well as statistical evidence of the assessment result (e.g., a linear score form). The outcome of a re-inspection can be more favorable, equal, or more unfavorable in comparison to the original inspection. The outcome of a re-inspection irreversibly replaces the assessment result of the original inspection.*