



**FMC Meeting Minutes
June 23, 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
Tiffany van der Kooi – Great Lakes Friesian Horse Association
Lisa Baker - FHANA Education Committee, FHAME Representative
Nina Miller – West Coast Friesian Horse Club
Ruth Page – Sierra Nevada Friesian Horse Club
Danielle Piascik– Northeast Friesian Horse Club
Anna Osinga – Atlantic Canada Friesian Horse Association
Kay Veinotte – Pacific Friesian Horse Club
Elizabeth Sharpe - Lone Star Friesian Horse Club

Erin Miley – FHANA Board
Jo Ann Clough– Administrator
Kelly Twambly – Administrator

Members Not Present:

Lori Brock – North Michigan Friesian Club (unable to log on)
Klazien Sietsma - Alberta Friesian Horse Association (unable to log on)
Beatrice Whiteley – Friesian Horse Club of Southern California
Allison Sable – Mountain Time Friesian Chapter
Danielle Barrasso - Friesian Horse Association of New England
Jack Vanderkooy – Ontario Friesian Horse Association
Janice DeBoer Vermerris – Michigan Friesian Horse Association

1. **Call to Order-** The June 23, 2021, meeting was called to order by Ms. Bechler at 8:04 EDT.
2. **Approval of the May Minutes.** Ms. Bechler asked if there were any changes to the May minutes. Ms. Veinotte motioned to approve the minutes and Ms. Osinga seconded. The motion passed unanimously.
3. **New Business**

FHANA Board Update – Ms. Miley reported that FHANA is working on a Covid Inspection registration refund process. This could encourage members to sign up for



the Inspections if they knew that if the pandemic adversely affects participation that they will be able to obtain a refund. Ms. Miley reported that Mr. Joe Michielli will assume the role of Site Host this year from Mr. Bron for the northwest region. Ms. Miley indicated that the 2023 AGM will be in Arizona. There is no FHANA chapter in that area so obtaining support from others would be beneficial. The Sports Committee added new awards; there will now be Chapter of the Year awards for three regions versus only one for North America. Here is the link for specifics on this initiative - <https://fhana.com/chapter-of-the-year/>. Ms. Clough reported that the Inspection Committee is seeking members to sign up for sponsorships and ads for the Inspection Pamphlet. The document detailing costs was sent out to all on the agenda. If anyone is interested, please contact Dahl graphics. Ms. Veinotte expressed interest in joining the Inspection Committee if an opening occurs. Ms. Clough thanked her for her interest.

Runners – Mr. Bron detailed what is occurring with runners for the upcoming Inspections.

Circuit 1 - Marinus and Remmelt

Circuit 2 – No names confirmed yet, expect runners will be available

Circuit 3 - Gaatze, more to be determined.

Circuit 4 - Alberta and British Columbia have their own. Thys will assist Canada.

Cost of IBOPs – Ms. Osinga inquired about the \$200 fee for IBOPs, indicating this cost seems expensive. It was noted that this fee has been in place for some time, that this was not a recent change. Ms. Sharpe indicated that this is a FHANA fee that does not go to the site. Ms. Miley indicated that she would check on her cost concern with FHANA. Ms. Baker also brought up the issue that members who sign up for the IBOP are typically having their horse judged in their respective category. One needs to add both of these costs to understand the impact on members. She asked if there could be a reduction if a member signs up for both. It was also noted that the fees do not go to IBOP awards, there are sponsors for this.

Use of Social Media – Ms. Bechler indicated that the FMC is a well respected body. We can offer our opinions and recommendations for due consideration by the Board. This agenda item must be focused on the issue and the topic is addressed in the FHANA Code of Conduct. She stated that members should keep gossip, hearsay, and names of specific individuals out of the discussion, as assigning blame is not the FMC's responsibility. It was asked how social media platforms would be monitored, given there are so many like Facebook, Instagram, Twitter, and the like. Ms. Twambly said the concept was that conduct would be reviewed and addressed if someone reported material as offensive or abusive rather than through active review. Ms. Page stated that this would be a complaint-based process, that

investigations would occur if a report was received. Ms. Page asked about the grievance process and indicated that there seem to be a lot of grievances filed recently. She expressed concern that grievances do not get a resolution and that some seem to get dismissed inappropriately. Ms. Page indicated that there should be a deliberate answer to a grievance. Ms. Miley indicated that the process is - a grievance is received, it goes to the Board, and a committee is assigned who receives the grievance and makes recommendations to the Board. Ms. Page asked if the Code of Conduct is the same for all members and noted the importance of having a code of conduct with consequences. Ms. Bechler indicated that there should be consequences, that if you do X then Y will occur. Ms. Miley and Ms. Page agreed with her statement. It was indicated that Rules and Regulations would look into this and find a way ahead. Ms. Bechler indicated that we need to look at this as making lemonade from lemons. This situation forces us to get a handle on this given it is not attractive to FHANA. Ms. Page noted it seemed convoluted to always go to the BOD, and unfair that the person named is told there is a grievance against them, but they are not told what the actual complaint is. Ms. Page asked how one defends themselves if they do not know what the complaint is and that the process seemed inappropriate. Ms. Osinga indicated that the grievance policy needs to be revamped, that there is too much power for the Board. The FMC needs to be proactive about this, the FMC should draft a recommended process for the Board's review. It was discussed that the grievance policy needs to be addressed sooner rather than later. Ms. Miley indicated that Ms. Smith, Mr. Laude, and Ms. Dumford would likely welcome FMC ideas on how to improve this process. Ms. Twambly asked if it was necessary that FMC provide a specific document to supply the Grievance Committee with ideas to consider, or if FMC could offer a list of ideas, for the Committee's review. Ms. Bechler agreed with Ms. Twambly. Ms. Baker expressed concern about the current communication process, that FHANA should consider reaching out to members to let them know they are taking care of these issues they may not have direct insight into. She indicated that we are all on the same team. Ms. Miley indicated that they are looking into this, they have a meeting next week to do a deeper dive. Ms. Baker indicated that it is helpful that they are doing something. Ms. Page indicated that the current grievance policy is not effective or efficient and that they will not tell the person what a complaint or grievance is against them. This does not feel above board. Ms. Osinga indicated that we have a Code of Conduct and need more transparency. We have to own up to it when there is a problem and get a resolution. Ms. Baker indicated that it needs to be broken down as to what was filed if the Board accepts the grievance. Ms. Sharpe noted that if the Board dismissed a grievance, no one needed to know. Ms. Twambly suggested FMC might want to consider suggesting a reasonable timeline for resolution of complaints and grievances, given that the discussion had raised concerns over transparency and that the perception of members was that these are not being dealt with. Ms. Page suggested that Mr. Laude's work on this subject be reviewed. Ms. Sharpe reiterated

that the current process is not functioning. Ms. Jeffcoat indicated we should have a policy with repercussions to curb bad behavior. **The following motion was made by Ms. Page, seconded by Ms. Sharpe, and approved unanimously: Assign a subcommittee to review current rules, regulations, and bylaws relating to grievances, and to develop a well written, comprehensive document to bring to the FMC for their review and concurrence. This subcommittee will work on this project the next two upcoming weeks. Once the FMC approves the document, it will be offered to the FHANA BoD for review.**

It was determined to assign Ms. Page, Mr. Vanderkooy, and possibly Ms. Sharpe (given her familiarity with this issue) to work on this action item and have a product completed in two weeks. It was asked if Ms. Sharpe could participate in this project as she is not the official Lone Star FMC representative. It was suggested that she possibly could if Mr. McGowan supports her assignment. This subcommittee will do research, examine the rules, regulations as well as the bylaws. Ms. Bechler thanked all for their solution-based approach to addressing challenging issues.

4. **Roundtable Discussion** – Mr. Bron reminded all of the importance of having members attend clinics at Inspections, to be willing to stay after judging to learn how best to show their horses based on the input of the runners and judges. Ms. Jeffcoat thanked Ms. Bechler for her work tonight as well.
5. **Next Meeting Date** – Wednesday, July 14, 2021
6. **Motion to Adjourn** – Ms. Miller motioned to adjourn, and Ms. Veinotte seconded the motion.

Recorder – Jo Clough