



**FMC Meeting Minutes
September 15, 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 and
Anna Osinga – Atlantic Canada Friesian Horse Association
Kay Veinotte – Pacific Friesian Horse Club
Jennifer McClelland - Michigan Friesian Horse Club
Lisa Baker - FHANA Education Committee, FHAME Representative
Nina Miller – West Coast Friesian Horse Club
Beatrice Whiteley – Friesian Horse Club of Southern California

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

Members Not Present:

Allison Sable – Mountain Time Friesian Chapter
Danielle Piascik– Northeast Friesian Horse Club
Danielle Barrasso - Friesian Horse Association of New England
Klazien Sietsma - Alberta Friesian Horse Association
Lori Brock – North Michigan Friesian Club
Jack Vanderkooy – Ontario Friesian Horse Association
Scott Kelnhofer – Great Lakes Friesian Horse Association (Replacing Tiffany van der Kooi)
Ruth Page – Sierra Nevada Friesian Horse Club

1. **Call to Order-** The September 15, 2021, meeting was called to order by Ms. Bechler at 8:04 EDT. Ms. Bechler opened the meeting by asking that if members have concerns or issues with her, please call her to discuss. She indicated that she will be focused on avoiding conflicts of interest in future and indicated she is open to hearing the members' feedback. She thanked FMC membes for their volunteer work on behalf of the organization and the breed.
2. **Approval of the August Minutes.** Ms. Bechler asked if there were any changes to the June minutes. Ms. Jeffcoat indicated there was correction needed for a typo and Ms. Clough indicated she would make the needed change. Mr. Bron motioned to approve the minutes with this correction and Ms. Jeffcoat seconded. The motion passed unanimously.
3. **FHANA Board Updates** – Ms. Miley and Ms. Clough provided the following Inspection updates:

- a. FHANA 2021 Inspection refunds have been processed by Mr. Tice.
- b. Inspection applications for calendar year 2022 are due into FHANA by October 15, 2021. Please inform your site hosts of this upcoming deadline.
- c. FHANA will have spring Inspections at six sites, there will be no fee increase. The below are the six sites:

Central CA. - Feb. 6
 Southern CA - Feb. 8
 Michiana - Feb. 10
 Tennessee (KY) - Feb. 12
 New England - Feb. 14
 North Carolina – Feb. 16

- d. The Mare video for advancing from Foalbook to Studbook is now available (instructions and link on page 5). Please share this opportunity with your chapter members. The deadline for video submission of the mares is October 8th. We should receive the results by November 1st. The video submissions for the foal book mares striving for Studbook should be forwarded to Mr. Tice. He will submit them to the KFPS and maintain a log for tracking purposes. FHANA wants to ensure none of the videos are lost and that all are submitted properly.
- e. Stallion Eligibility Related to Age - Stallions born 2015 forward are eligible to be judged for participation in the stallion selection at the 2022 inspections. This also includes the February 2022 inspection. If a stallion is selected in the February 2022 inspection it would be invited to participate in the 2022 selection process. The stallions attending our regularly scheduled inspections in September and October 2022 are invited to participate in the 2023 inspections.
- f. FHANA should get an update soon from the KFPS regarding online IBOP submissions.
- g. Ms. Miley indicated that FHANA is also working on Sports predicate approval using on-line video assessments. If this is approved this will be a big help for FHANA members who otherwise need to travel to events.
- h. Ms. Miley reported that IFSHA will be collaborating with FHANA on awards and that they have been encouraged to apply for FHANA awards as well.
- i. Members advised that the forementioned pending due dates be posted so all members are informed.

- 4. **Cascadia Friesian Horse Club Application** - Ms. Bechler indicated that we received an updated version of Mr. Michielli's chapter application with the requested signed date. There was some confusion relating to where the correction was located. Mr. Michielli sent the updated information on a separate email dated 9/13/2021 to Ms. Twambly. The signature date was added 7/17/2021. Ms. Jeffcoat expressed concern that her written suggestions to improve the submission were not incorporated and that the application is



not complete; it still does not have the chapter official listed. It was noted that there should be two chapter members listed, one for contacts and the other the chapter official. Mr. McGowan expressed that the application needs to be completed correctly and stated it should be tabled until it is right.

Ms. Jeffcoat and Mr. Bron had concerns about the officers' terms, some were two years and others four years. Ms. Jeffcoat also recommended that domestic partners be added to their bylaws. Ms. Twambly noted that Cascadia had responded to FMC queries about the difference in term duration previously: Cascadia said it was recommended to them that they stagger their terms this way to ensure institutional memory. Mr. Bron and others commented that our role is to evaluate the application, we are not in charge of the bylaws. He advised that Cascadia change the language relating to terms to protect themselves. Mr. Bron again indicated he is not opposed to Mr. Michielli starting a new chapter.

The issue of a social media post by Mr. Michielli was raised by Mr. Bron and Mr. McGowan. Mr. McGowan reported getting a disturbing message from Mr. Michielli that contained profanity, indicating this was unacceptable, unprofessional, and not in-line with our code of conduct. Mr. McGowan indicated that he forwarded the communication to FHANA leadership, so they were aware of the inappropriate posting.

Mr. Bron, Mr. McGowan and Ms. Jeffcoat indicated the application needs to be corrected. They expressed concerns that information was 'scribbled' and again, concerns surrounding the FB message. There was discussion noting that the item relating to the "official" is confusing. Ms. Jeffcoat said there are clear instructions for filling out the document. Ms. Bechler indicated she would inform Mr. Michielli of the FMC recommendations relating to his application and reiterated that they, the chapter, can choose their own bylaws. Ms. Veinotte agreed that the FMC has no right to address a chapter's bylaws, but we do have a role with the application for, which should be complete and correct..

After much discussion, it was decided that Ms. Bechler would give feedback to Mr. Michielli and that Ms. Jeffcoat will send him a copy of her bylaws, so he has an example of how to structure the officers' tenure. Mr. Bron again asked if members were ok with the post sent by Mr. Michielli to Mr. McGowan. Mr. Bron expressed concern about the explicit language in the post and that is a concern given he, Mr. Michielli, would be a future chapter leader. Mr. McGowan said he did not support the application with Mr. Michielli as the President. Mr. McGowan expressed concern that his family and their board received an inappropriate communication with explicit language. Ms. Bechler said it appeared as though Mr. McGowan had taken the appropriate steps to deal with the situation and that the BOD were in a position to deal with the social media post issue. The FMC will focus on the chapter application. Mr. Bron indicated that the social media post be sent to all of the FMC members. Mr. Bechler asked for a motion on the chapter application. **Mr. McGowan motioned to table the application until it was correctly completed, and Mr. Bron seconded the motion. Ms. Miller stated that the FMC must be super specific with what should be changed or included this time around; this agenda item has been tabled too many names. The motion was voted on and passed**

unanimously.

5. **FMC recommended changes to FHANA’s Grievance policy (page 6)**– Ms. Bechler indicated she was contacted by members stating that they were disturbed that the subcommittee’s work went to directly to FHANA before the FMC could review their recommendations. Mr. McGowan expressed that he felt the subcommittee did a good job and that consequences needed to be included in the grievance policy. There were concerns expressed about penalties and who would review the complaint/grievance. It was requested that the subcommittee report come back to the FMC for a formal review. The Rules and Regulations Committee is currently working on this project, it is still in the works. Ms. Jeffcoat expressed concern that the FMC had no opportunity to provide input. Ms. Miller commented that we should request it back from FHANA, fine tune it, and return it. Ms. Bechler stated that we should take some time, show the recommendations to chapter members, take some notes, and bring it back in November. Ms. Jeffcoat stated we need to ensure this does not happen again. Ms. Bechler stated that recommendation sent to FHANA as “FMC Recommendations” must be reviewed and approved by the FMC members. Mr. McGowan stated that Ms. Sharpe had a family emergency and could not be present tonight to answer questions. He is hopeful she will be back for the next meeting. Ms. Miley will speak to the Rules and Regulation Committee to see where they are with the grievance policy. She will let them know that we want more time to review the submission. Ms. Jeffcoat asked if we could get their latest version of the policy. Ms. Twambly will reach out to FHANA. **A motion was made by Ms. Miller to table this issue and obtain the latest version of the FHANA grievance document. This will allow the FMC to figure out what we want and then we can submit our recommendations. Ms. Veinotte seconded this motion. The motion passed.**
6. **FMC Subcommittee for Amending FHANA Policy to Fill Vacancies on the KFPS Member Council** (page 7) – This agenda item has been listed for a number of months. Mr. Bron expressed his frustration with the ongoing delays. He indicated that the FMC initiated the subcommittee and they have yet to have their work addressed by the committee. Ms. Miley assured Mr. Bron that the BOD recently passed a motion that committee vacancies will be addressed by the BOD, not the president. She commented that they are trying to make productive changes, and she believes Mr. Bron will be pleased. It was decided this agenda item will be the first on the list for October meeting.
7. **FHANA transparency** – Deferred due to Mr. Kelnhofer’s equine emergency which resulted in his absence and inability to raise his item during the meeting.
8. **Roundtable Discussion** - none
9. **Next Meeting Date** - October 13, 2021
10. **Motion to Adjourn** – Ms. Miller motioned to adjourn, and Mr. McGowan seconded the motion.

Recorder – Jo Clough

Link: <https://fhana.com/announcements/inspection-video-submission/>

Instruction Manual for the Production of an 'Inspection Video'

General:

- Do not edit the video
- Film step 1 in one take
- Film step 2, 3 and 4 in one take
- Film the video at +/- 150 cm (+/- 60 inch) height

Step 1: identification and measuring height at withers

- Position your horse on a fixed underground
- Identify the horse with the microchip reader and show the camera man the chipnumber (make sure the numbers are clearly visible to the camera!)
- Measure the height at withers (make sure you have the highest point at withers)
- Show the camera man the outcome

Step 2: in the inspection ring: film step 2,3 and 4 in one take!

- Position your horse with the manes on the other side of the camera
- Identify the horse with the microchip reader (make sure the numbers are clearly visible to the camera!)
- Turn the camera to the front and lift the manes on the head
- Make a slow round around the horse to check for markings
- When you are behind the horse: lift the camera to show the crest

Step 3: Exterior

- Fix the camera position on the complete horse for 2 minutes (now it's time for the judges to judge the exterior – how's the breeding type, conformation and legwork?)
- Make a close up from the legs From the front, the side and from behind, go really close from the knee, down to the hock, the cannon bone and the pastern. (Take the tail aside if necessary)

Step 4 : Movements

- Start with two times the triangle in walk
- Walk straight from and to the camera
- Then two times the triangle in trot Slowdown in the corner, speed up on the long side • Finish the presentation after the trot with one triangle in walk
- Position your horse with the manes towards the jury

**Upload your video in drop box (with the link in the email)
If you have any questions: mail@kfps.nl**



FMC Grievance Subcommittee Report -
Sub-committee suggested grievance policy/procedure:

When a grievance is filed, the person filing must state explicitly the exact rule, regulation, by-law, or code of conduct that was violated to warrant the filing of the grievance. Any damages sustained because of the violation must be listed.

The Board will inform the person whom the grievance was filed against that the grievance was filed and give them a copy of the grievance with all of the accompanying information, including who submitted the grievance. This notice must be given within three working days.

An ad hoc committee whose members have no conflict of interest will be assembled. It is our suggestion that this committee be comprised of two Board members and one FHANA member at large.

Both parties to the grievance, along with the ad hoc committee shall meet within 2 weeks of the grievance being filed. The committee will mediate the issue between the parties to the grievance.

The mediation should try to bring the issue to a resolution. If mediation does not resolve the issue, the committee will be given 1 week to do off-line research and another mediation meeting will be scheduled within 1 week of the first. A resolution or adjudication must be rendered by the committee by the end of this mediation meeting.

If the grievance is held up and the committee's decision was in favor of the complainant, then the committee's report is made public, with names included, for the membership to be aware.

If the grievance is found to be without merit, the complainant shall be given a notice that a second unfounded grievance will result in the suspension of their FHANA membership for one year. Any further unfounded grievances will result in the termination of the complainant's membership in FHANA.

If the complainant retaliates toward the receiver of the grievance, or the committee, or FHANA Board, the committee has the option of immediately imposing a one-year suspension or termination.

SUBCOMMITTEE DRAFT FOR FILLING KFPS POSITIONS

FMC Subcommittee re Amending the FHANA Policy to Fill the Three Allotted Positions on the KFPS Member Council.

Committee Members: Tiffany Vanderkooi (Chair), Wil Bron, Jack Vanderkooy.

Background:

The FHANA Member Council (FMC) at their June (2021) meeting struck this committee and instructed it to come back with a proposal to amend FHANA's policy regarding its method of determining who FHANA's representatives are on the KFPS Member Council (KMC, also referred to in Dutch as "De Ledenraad")

This review was requested as a result of the FHANA Board identifying that the present FHANA policy of the Board appointing the representatives from among the membership did not conform with the KMC policy of regional members electing their representatives.

Facts:

The term of any representative of the KMC is determined by the KMC bylaws and is a term of 4 years. FHANA is allotted three representatives by virtue of its number of members in Canada and the USA. The KFPS Member Council consists of a total of thirty-five voting members, all of which represent KFPS members in the various regions of Holland and abroad. The KMC is the PRIMARY governing body of the KFPS.

Committee's Proposal

1. Of the three positions allotted to FHANA, two positions be recognized as Member representatives and the third position be recognized as the FHANA Board representative.
2. The 2 Member representative positions be filled by election by the membership, at the same time as Board members' elections take place. A similar format would follow as with Board member elections, in other words a call for nominees, nominees need five support signatures to be on the ballot.
3. The FHANA Board representative position would be filled by the Board nominating a minimum of two nominees from among their own ranks. The membership would then elect from among the nominees submitted by the Board. If the successfully elected Board member vacates their Board position for any reason before the 4-year KMC term expires, the Board needs to accept that it is without a direct representative until that representative's term is up for renewal or if that



representative voluntarily vacates the position at any time after their Board term ends. As a committee we wish to emphasize the value of each representative serving their full 4-year term and that the final Policy should in no way encumber an elected representative from serving their full term.

Proposed Phase in of the New Policy

1. In the fall of 2021, FHANA calls for Nominees from the members for the first position as FHANA's representative on the KMC. Upon the successful election of the nominee with the greatest number of votes, the FHANA Board will immediately vacate one of their present three positions on the KMC.
2. In the fall of 2022, FHANA calls for Nominees from the members for the second position as FHANA's representative on the KMC. Upon the successful election of the nominee with the greatest number of votes, the FHANA Board will immediately vacate another of their remaining two positions on the KMC.
3. In the fall of 2023, the FHANA Board will nominate a minimum of 2 Board members to stand for election by the membership to fill the third position as FHANA's representative on the KMC.
4. In the fall of 2024, none of the three position's terms have expired, therefore no KMC representative election takes place.
5. In the fall of 2025, the cycle starts to repeat itself.

FHANA
FMC SUBCOMMITTEE MEETING
July 9, 2021
Zoom Meeting

In Attendance: Jack Vanderkooy
Will Bron
Tiffany van der Kooi – Chair

The FHANA Member Council (FMC) asked this subcommittee to come back with an amended Policy to FHANA's current method of determining who represents FHANA on the KFPS Member Council (Also known as the Leddenraad). A proposal was completed, including how to phase in each member over the 4-year cycle. Attached is the draft of the Committee's Proposal with details. All members were in agreement of this proposal and the meeting was adjourned after one hour. There is not a future meeting date set at this point in time.