

2013 NFHR Board of Directors

Face to Face Meeting

Berthoud, Colorado

January 26-27, 2013

The meeting convened at Nancy Newport's home at 9:15 a.m. Present: President Teresa Kandianis, Vice President Ardeth Obenauf, Treasurer Gretchen Payne, Secretary Beth German, members Jeff Pedersen, Bill Coli, Margie Diaz, Bob Long and Kay Konove, Executive Director Nancy Newport and Registrar Jeanne Poirier.

Teresa welcomed everyone, especially new members, and invited everyone to openly share ideas. She mentioned that she was pleased with the geographic diversity of the BOD.

Nancy provided an orientation for the new BOD members, which included the Standards of Conduct and Ethics, confidentiality, and our policy of not commenting on NFHR policies via social media. Teresa mentioned our need to be respectful of all opinions, and said that transparency is key in member service. Jeanne briefed the BOD on Rules of Registration issues that the BOD has dealt with. Teresa reminded that compliance with the Rules of Registration is essential and reminded that progeny of mares registered with no bottom side to the pedigree will not be eligible for registration. She also mentioned that stallions used for crossbreeding would have their registration revoked. Jeanne gave an orientation on our communication methods including yahoo groups. Nancy explained Quick Books and access for BOD. Nancy mentioned that only the BOD has the authority to make agreements with other organizations on behalf of the NFHR. Jeanne mentioned that we do not share or sell our membership roster a decision that was made because of privacy issues for our members.

Committee structure was explained. A BOD member will be the chair of each committee and will then recruit members for their committee except the evaluation committee, which has other criteria. Committees need to report their meetings and minutes to the BOD, it is necessary to keep the communication lines open between the committee members, their chair and the BOD to prevent volunteers from getting frustrated. The NFHR President is a member of all committees.

2012 year end: The report was presented at the general membership meeting. A few highlights were that our finances are better and the calendars broke even. CD sales were discussed by Jeff.

Lunch Break

2013 NFHR Board of Directors

Face to Face Meeting

Berthoud, Colorado

January 26-27, 2013

Education Committee: Ardeth Obenauf BOD chair. A video for new Fjord owners was discussed after a suggestion from Cynthia Madden. Jeanne also talked with Valerie & Larry Engelken at the membership meeting who suggested a video/article about Fjords doing farm work. Both ideas will be pursued as time and funds became available. Our display materials were discussed. It was mentioned that we have a backlog of resource guides and that we should give them as handouts at Fjord events. Constant contact messages were discussed and it was mentioned not to have too many of them, maybe once a month at most. Margaret Bogie is our communications volunteer and all constant contact material should be given to Ardeth for approval and she will then forward it to Margaret.

Election Committee: Jeff Pedersen BOD Chair, Howard Fiedler member.

Evaluation Committee: Bob Long BOD Chair, Jeanne Poirier, Registrar co-chair, Beth Beymer liaison to evaluators. Evaluator training was discussed along with the FHI judges' book. Training materials were discussed as well as who wrote what sections of the previous evaluator training materials. It was clarified that the intent of working on evaluator training materials was not to change the system, but to preserve it and train evaluators for the future. Jeff questioned whether an evaluator should be on this committee. It was discussed that the evaluator on the committee was a liaison to all the evaluators and could be excused if the need arose.

MOTION: Kay moved that the evaluation committee contact evaluators to compile information regarding their evaluator training. Beth seconded. Motion was discussed. Bob said we need to have a written operating procedure for the evaluator-training program. Bob said he would ask evaluation committee members to help compile materials. Gretchen said she would help with making materials electronically available. Motion passed unanimously.

MOTION: Jeff moved that we tentatively approve the Herndon evaluation to be held August 10-11, 2013 pending verification of sufficient entries to pay for it. Bill seconded. Motion passed unanimously.

MOTION: Jeff moved that the NFHR subsidize travel of evaluators by paying for the travel over \$500 per evaluator as long as the travel arrangements were made or approved by the NFHR office. Bill seconded. Fairness in evaluator assignments was discussed and subsidizing host committees with travel money was seen as an evener. Evaluators are assigned according to

2013 NFHR Board of Directors

Face to Face Meeting

Berthoud, Colorado

January 26-27, 2013

an impartial spreadsheet kept by Jeanne and no preferences are accepted by the host committees. It was thought that subsidizing the travel costs would serve to not penalize host committees who had been assigned an evaluator with higher travel costs. Motion passed unanimously.

MOTION: Jeff moved that the names of selected evaluators not be published prior to the final BOD approval of an evaluation. Bob seconded. Discussion ensued about keeping a level playing field and trying to prevent “judge shopping” as much as possible. Jeanne mentioned that she could ask the judges if they would be available to judge a horse show held by the host committee in conjunction with the evaluation and report that to the host committee without revealing the names until the evaluation had been approved. This would help the host committee in planning a horse show. Motion passed unanimously.

The evaluator pay scale was explained to the new members - senior vs. junior evaluators. The need for evaluator contracts was discussed. Jeanne, Nancy and Beth will look into this.

Evaluation Committee Review Board: BOD co-chairs Beth and Bill. The committee consists of two evaluators, evaluation committee member(s), BOD member(s), Registrar and President. This committee discusses any evaluation disputes that cannot be handled onsite by the TD. This committee makes recommendations to the BOD for final disposition of the dispute. Any evaluator or committee member who is involved in the dispute will not sit on the committee.

MOTION: Beth moved that we appoint the members of the committee at the time a dispute comes up. Bob seconded. Motion passed unanimously. It was mentioned that the Evaluation Committee should make sure the Evaluation Review Board Committee composition is included in the Evaluation Handbook.

Executive Committee: Consists of the elected officers.

Promotion Committee: Kay mentioned having a handout card rather than a brochure to direct people to the website. Kay mentioned the need to promote the awards program.

2013 NFHR Board of Directors

Face to Face Meeting

Berthoud, Colorado

January 26-27, 2013

Finance Committee: Gretchen BOD Chair, Nancy member. Nancy will print the budget from last year vs. actuals to discuss later.

Fjord Herald Committee: dissolved. Fjord Herald day-to-day business is taken care of by Jeanne, Nancy and Beth Beymer, the editor. All committees may contribute to the Fjord Herald.

FHI Committee: Beth and Kay BOD chairs. Beth Beymer FHI contact for new information. The NFHR has withdrawn from the FHI.

Recognition and Awards: Kay BOD chair. Kay mentioned the need to promote awards. Jeanne said we need to overhaul the fee structure, as the entry fees are too low for the costs of the awards. The Hall of Fame Award and the Bronze medallions were discussed. This was tabled to a later time.

Youth Committee: Gretchen BOD chair. Bill Coli, Matt Halsted, and his daughter Kaityln Halsted members. Gretchen showed a presentation made by Matt and Kaityln regarding youth activities. A youth membership category was discussed. It was mentioned that youth members should not be required to own Fjords. Several ideas were presented about how to structure a youth membership.

Old Business: Publishing the By-laws revision was discussed. Posting it on the web in a redlined version along with the old By-laws was thought to be the best way. A constant contact message requesting comment by the membership will be sent giving a deadline, and then the BOD will discuss the comments at the next meeting. The BOD went through each page line by line and will vote tomorrow whether to present it to the membership.

The relationship with the CFHA was discussed and the new members updated. Jeanne mentioned that she has a good relationship with the Canadian Livestock Registrar, Laura Mills. Teressa said that she would make sure that the letter explaining our position on the joint evaluation system would be sent and that she would call Carol Boehm regarding this issue.

2013 NFHR Board of Directors

Face to Face Meeting

Berthoud, Colorado

January 26-27, 2013

International subscription prices were discussed and tabled.

It was noted that the 2012 annual membership meeting minutes have been approved.

Dinner. Meeting to be continued tomorrow.

Continuation of meeting, Sunday Jan. 27, 2013 9:45am

Jeanne made two suggestions for the marketplace, license plate holders and luggage tags. She also mentioned that the boxes that she received from Mike May when she took over contained FHI material and evaluator training material.

There was more discussion about the youth category and how it would affect the membership categories. Youth club vs. youth membership was discussed. The purpose is to encourage youth to participate if their parents don't belong to NFHR. The target youth would be 4H, Pony Club, therapeutic riding, and kids without horses.

The benefits of general membership were discussed: voting, reduced fees, Fjord Herald, USDF all breed awards, NFHR awards, Evaluation program, Liability insurance coverage, committee involvement.

MOTION: Jeff moved to approve a two-week comment period for the By-laws revision and a constant contact to inform the membership with a target date for the ballots to be sent by the end of February with a time limit of 45 days to be returned. Gretchen seconded. Motion passed unanimously. Howard Fiedler has agreed to arrange with his bank to count the ballots again. Ballots will be made and sent with a link to the website to view the By-laws revisions. Members will be instructed to call the office for a paper copy if needed.

International subscription rates were discussed again. It costs approximately \$30/year to send a Herald to a US resident and \$42/year to send internationally, and postage keeps going up.

2013 NFHR Board of Directors

Face to Face Meeting

Berthoud, Colorado

January 26-27, 2013

MOTION: Beth made a motion to raise the US Herald subscription rate to \$35 and the international rate to \$45. Bob amended the motion to only raise the international rate to \$42 effective June 1, 2013. Gretchen seconded the motion as amended. Motion passed unanimously. The new rate will be announced in the Herald and via constant contact. Nancy mentioned that we need to consider raising the membership fees to cover the rise in postage to send the Herald as it is part of the benefits of membership.

MOTION: Bob moved to raise the International membership fees to \$62 individual and \$72 family. Beth amended for this to be effective beginning in 2014. Bob seconded the amended motion. Motion passed unanimously. Bob mentioned the possibility of putting the Herald online as well, but not instead of in print. Discussion was tabled.

MOTION: Gretchen moved to establish a Youth Membership category for \$20 effective in 2013 as soon as it can be put in the By-laws revision and providing it passes the membership vote. Bill seconded. Teresa said that the BOD could set the parameters. Jeanne, Bill and Gretchen will coordinate. Motion passed unanimously.

The need for a demographic survey was discussed. It is necessary to get corporate Herald advertisers. Nancy will look into this as a constant contact or included with the ballots. This was deferred to the promotions committee.

MOTION: Beth moved that we form an ad hoc Evaluator Training Committee to facilitate compilation of evaluator training materials, promotion of Evaluator training and to make recommendations to the Evaluation Committee regarding Evaluator training. The committee would be chaired by Bob and would include Evaluators and others knowledgeable about the subject. Gretchen seconded. Phil Odden, Beth Beymer and Anne Appleby were suggested to be on this committee. Bob mentioned that we need our youth to be involved in the evaluation process. Bob will chair this committee and recruit members. Motion passed unanimously.

Bob and Kay suggested that the Evaluation Committee and the Promotions Committee be responsible for promoting evaluations. Jeanne mentioned that Dan Watanabe wrote an article in the Herald last year promoting evaluations.

2013 NFHR Board of Directors

Face to Face Meeting

Berthoud, Colorado

January 26-27, 2013

New Business: 2013 Goals and Objectives include having more evaluations, start Evaluator training program, get the youth program up and running and advertising for the Herald. Long-range goals, 2013-2017, include completing an Evaluator Training Manual and holding an Evaluator training event.

Bill mentioned the need for the NFHR to clarify that judges for Fjord horse shows are not the same as evaluators, and that the NFHR is not involved in local shows. The judges listed on the website need to be noted as not approved by the NFHR, but merely informative.

Margie suggested an explorative committee for Fjords to participate in the 2014 Rose Parade and the Equifest that accompanies it. The theme for the parade is “Dreams Come True” and Fjords have never been in the parade. Margie is willing to assist with the extensive application process. There is no application fee. The parade is held on New Year’s Day unless that falls on a Sunday, then it is Jan 2nd. Bill mentioned the liability and responsibility of those who might attend.

MOTION: Gretchen moved that Margie chair an exploratory committee for attendance in the Rose Parade. Bill seconded. Jeanne, Ardeth and Teressa agreed to help on the committee. Motion passed unanimously. Discussion ensued regarding possible scenarios.

2013 Evaluations: Jeanne reported on the proposed evaluation for 2013, Herndon and Libby. She reiterated that the evaluators would not be published until the final ok by the BOD. No refunds will be given without a vet or MD excuse approved by the Registrar. Kay mentioned that we need to make sure people know that all spectators are welcome.

Registrar Research Fee: Jeanne reported that she spends a huge amount of time researching unregistered horses with no know parentage for people who get them at auctions or after several owners and no transfers. She asked the BOD to consider a research fee. She explained the process she goes through to discover the parentage of unknown horses if she can at all. Margie mentioned that registration adds to the value of the horse for owners.

2013 NFHR Board of Directors

Face to Face Meeting

Berthoud, Colorado

January 26-27, 2013

MOTION: Jeff moved that we raise the price of DNA kits for horses of unknown parentage to \$100 and leave the \$60 price in effect for horses with known parentage. Margie seconded. Motion passed unanimously. The BOD will revisit this next year.

Break 12:45 to 2:10pm

Record Keeping of Achievements of Fjord Horses: It was discussed how to keep records of achievements of Fjord horses other than our own NFHR awards. Jeanne mentioned that there are no fields in our Heavy Horse database that can be used for this. She said it could be put on the website in some form, but would need to be programmed. Margie noted that people could report their achievements on social media such as Facebook. Nancy suggested that we tell members to report their achievements to the NFHR Historian for record keeping. Jeanne could make a page on the website.

MOTION: Gretchen moved to table this discussion about record keeping of achievements due to time restraints. Bill seconded. Motion passed unanimously. Teresa thinks it is a good idea and we will address it later.

MOTION: Ardeth moved that the Family Fjord Test results would count towards medallions and the Hall of Fame award. Beth seconded. Motion passed unanimously.

The Buckskin Registry (IBHA) was discussed. Their executive board is considering adding classes for Fjords. Some Fjords are already registered with the Buckskin Registry. Nancy mentioned that we should advise our members of this possibility. Bill will check on the qualifications including height requirements.

MOTION: Beth moved that we hold a registration amnesty period in 2013. All registrations that would cost over \$50 will be charged \$50 not including applicable fess such as DNA kits. Bob seconded. Jeff discussed that this was successful in 2007 for getting many unregistered horses registered and in the database. Discussion of pros and cons continued. Motion passed unanimously.

2013 NFHR Board of Directors

Face to Face Meeting

Berthoud, Colorado

January 26-27, 2013

Webinars: Webinars for education and information were discussed. Jeanne needs to research how to do them. Ardeth will contact Susie with the ADS and ask how their webinars work. Ardeth mentioned videos on YouTube again for new members. Discussion tabled for time being.

2014 BOD Face-to-FaceBOD meeting and Annual Membership meeting: Bill and Kay will organize the meeting in the NE section of the country. Ardeth will give them a checklist based on her experience. Jeanne will provide a list of NE members. Bill noted that many NFHA members are not NFHR members. Bill requested ideas for clinicians and topics. How many days to hold the forum was discussed and what dates. January seems to be a good time even with the weather a factor.

2015 and 2016 annual meetings: possibly California and Midwest

Marketplace: Selling items on consignment was brought up. Jeff mentioned that it was greater than 2 ½ years ago that this was discussed. He will research this.

Classified Ads: Nancy mentioned that an NFHR member has free classified ads on their website. The Fjord List Serve also tried classified ads. Discussion tabled to future meeting.

Meeting adjourned by acclamation at 3:35pm.

Respectfully submitted,

Beth German, Secretary

2013 NFHR Board of Directors

Face to Face Meeting

Berthoud, Colorado

January 26-27, 2013