

USIHC BOD Minutes
Jan. 16,2007

Regional Club Observers:
Dawn Shaw (Cascade)

Members Present - Andrea Barber, Betsy Covert, Caryn Cantella, Anne Elwell, Ed Hilgaertner, Barb Riva, Judy Strehler, Sandie Weaver, Bernie Willis

Committee/Area Reports

Treasury –

Ed reports that with the incentive to renew by the 31st of the year was successful and that the Dec. balance is \$ 29,135.18 up from a Nov. balance of \$16,160.00. There are out standing bills from FEIF and World Fengur of approx \$4,000.00 which Ed will pay.

Non-profit status update –

A letter has just been received from the Internal Revenue Service indicating that the USIHC is now a 501(c)(4) nonprofit organization. It is also indicated that this status applies to income from associated investments such as saving accounts, money markets and stock funds. It would not apply to profits from non related business activities.

Andrea questioned the need for another accountant since the one we are currently using does not seem to be up to date on non-profit corporations. The current one also seems to be slow. Anne and others agree. Ed volunteered to enquire about recommendations for another accountant. It was also discussed that certain benefits – such as sales tax exemptions – need to be looked into so we can understand better what we can and can and cannot do.

Pleasure Riding (from Amy Goddard)

Ed reported that 17 people have signed up so far this year.

Registry –

Caryn reports a Dec. balance of \$64,208.84.

WorldFengur for all update

All entries are up to date. There have been some returns because of incorrect e-mail addresses. Caryn is working to resolve these.

Promotion -

Barb reports that the Trail Rider add has had a good response from folk in the mid West. The Equine Affaire in CA is coming together. The booth is ready for shipment. The brochure situation is grave. We are about out and the new one is still in progress. Barb

has the draft of the new text that was originally drawn up by Anne and others. She said she will make working on it a priority.

Barb also requested an itemized financial statement so we can make a budget for next year. Ed volunteered to develop something from which to work. Anne suggested we formulate a spending plan for the future. Barb asked Ed if there are any other financial reports we need to make now that we are non-profit status.

Website – Barb
Mark Peal
January 16, 2007

Revisions have been prepared and posted to the Frequently Asked Questions page. Election time is upon us and the FAQ answers did not reflect the changes in how Board elections are conducted and what happens at the Annual Meeting. The Committee reviewed the revisions, and comments were incorporated into the final changes. The revisions sent to Ásta are detailed at the end of this report.

Based on a high number of comments from members about the difficulty in finding information on the website, a draft is under way of a new navigation structure to display the wealth of Congress activities more completely and meaningfully to the visitor. The draft will go to the committee members for review and comment within two weeks.

Caryn Cantella sent an important email to the Board expressing concern about her role with Doug Smith on the proposal tracking system and online membership renewal projects. Mark completely agrees with her concerns. The Board has given those two projects specific priority, and the committee supports Caryn's role in them. Some of the issues that are brought to the committee would depend on Doug's and Caryn's knowledge and expertise, and we are careful that our agenda does not conflict with their work. Caryn has been sent the link to join the USIHCweb forum so that the information loop is more complete.

The website Bulletin Board is growing long, with new announcements added at the top and old ones tending to remain. The committee welcomes guidelines from the Board on removing old announcements. It seems that a certain length of time could be set as a rule of thumb.

Here are the revisions to the FAQ page that were sent to Ásta:

*#2. Why should I join USIHC?
Insert this text after the 3rd paragraph:*

New this year: Members who are US residents and whose 2007 dues are paid up by December 31, 2006, receive a basic subscription to World Fengur *[link here]*, the online database with comprehensive information on 300,000 Icelandic horses world-wide.

#4. How is the Congress organized?

Text rewritten to reflect the changes in the election process.

The USIHC is governed by a nine-member Board of Directors elected by the USIHC membership. Board members serve a three-year term. The terms are staggered on a rolling system so that three Board members are elected each year.

Any adult USIHC member can run for the Board. Nominations must be in writing and signed by the nominator, two seconders, and the nominee, all of whom must be members of the Congress (and not of the immediate family of the nominee). Incumbent Board members are automatically nominated for reelection unless they choose not to run.

Nominations close on January 1 of each year, and an Election Committee prepares ballots and mails them to every USIHC member in good standing by January 15. Each USIHC member has one vote (family memberships entitle the family to two votes). Members mark their ballots and return them by mail to the Election Committee by February 28. The committee meets to count the ballots and announces the results by March 7. The elected Board members take office when the results are announced.

The current Board of Directors, and the year in which each member's term expires:

Andrea Barber, New York (President), 2008
Sandie Weaver, California (Vice President), 2008
Bernie Willis, Alaska (Secretary), 2008
Ed Hilgaertner, California (Treasurer), 2007
Caryn Cantella, California, 2009
Betsy Covert, California, 2007
Barbara Riva, Wisconsin, 2009
Anne Elwell, New York, 2009
Judy Strehler, Minnesota, 2007

The USIHC Officers (President, Vice President, Secretary, and Treasurer) are elected by the Board of Directors at the first Board meeting after the Annual Meeting. Each officer's term is for one year or until a successor is elected by the Board.

#5. Who organizes USIHC programs?

First line changed to more current date:

Committee chairs as of November 2006 are . . .

#6. When does USIHC meet?

Paragraph 1 changed to reflect that Board elections don't happen at annual meetings, and how agenda items work.

Paragraph 2 changed to indicate that Board minutes are posted on the website and to be more specific about when the Board meets:

The USIHC Annual Meeting is held in the first quarter of each year, usually in March. For the past few years, it has been held at the Marriott Hotel Airport South, Dallas/Fort Worth, Texas. USIHC members are encouraged to attend and meet other Icelandic Horse enthusiasts and become more informed about the organization.

The Annual Meeting consists of reports from Officers (President, Secretary, Treasurer), from the breed registry, and from the committees. There is a process for members to place a proposal on the Annual Meeting agenda. Once on the agenda, only members in attendance at the meeting may present the proposal to the Board of Directors, and the Board takes it under advisement. Votes may be taken among the members present, but they are not binding on the Board.

The Board of Directors meets periodically at times established by the board, usually the third Tuesday of each month. These meetings are also usually held by telephone conference call. The minutes are posted on the USIHC website [[Link to www.icelandics.org/bod/minutes.html](http://www.icelandics.org/bod/minutes.html)] and published in the next available issue of the Quarterly. Each USIHC Regional Club is entitled to have a non-voting observer at the Board meetings; there is more information on establishing a Regional Club here [[Link to www.icelandics.org/regional.html](http://www.icelandics.org/regional.html)]. Individual members can submit proposals to be discussed by the Board of Directors; contact any Board member or the USIHC Secretary.

#9. How can I meet other Icelandic Horse owners?

This paragraph changed to adjust the number of members and link to the Regional Clubs page for the list of clubs.

The USIHC numbers over 500 members spread throughout the country. Members receive an annual membership list; you're encouraged to contact Icelandic Horse owners in your area or in neighboring states. Many USIHC members organize informal trail rides, clinics, open houses, and other events to which you may be invited; often these are advertised in the Calendar section of the Icelandic Horse Quarterly. There are 13 Regional Clubs [[Link to www.icelandics.org/regionalclubs.html](http://www.icelandics.org/regionalclubs.html)] affiliated with the USIHC.

Andrea raised the concern that the website committee should not be changing documents on the website (such as the FAQ) without board approval. She suggested that the committee use their own judgment when it comes to small changes and keeping the website up to date (something which is long overdue) – things like filing away old items on the Bulletin Board, keeping the Calendar of Events up to date, etc. But when they would like to change a document on the site – including but not limited to things like the FAQ, registry information, promotional materials, etc. – they must run the document by the board for approval. The rest of the board was in unanimous agreement. Mark asked if we can get the agenda for these minutes to him in advance. Andrea agreed and stated that with the new rule decided on in the last meeting, that all agenda items must be submitted to her the Friday before the meeting, this should not be a problem in the future and the agenda for this meeting was provided.

- Proposal tracking project

Doug has contacted Caryn and is ready to proceed on the project.

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Newsletter –

Judy reports that the next issue is on track for the scheduled mailing.

Brian Putin has an article in which he says Mill Farm has the first domestic bred horse to receive 1st prize status. It was confirmed by several on the board that this is not correct and that Judy should point Brian to WF if he needs further verification. Gaefa from North Salem was the first domestic-bred horse to be awarded First Prize status. This occurred at the USIHC evaluations at Vallejo, California in 2002."

A page is being developed that will give directions to the website in an attempt to reduce repetition and give more room in the magazine for articles. This page would give basic news and refers to the website for more information. Judy stated that there is currently too much USIHC news in the publication and it is limiting space for articles and that this is a possible solution proposed by Nancy Brown. Andrea stated that she felt that USIHC items should be given priority and that the board meeting minutes should be printed in their entirety. Caryn agreed. Andrea said that she would like to see a sample of this new page sent to the board so they could all look at it and actually see what is being proposed.

Judy had a question about sending sample or back issues to new members. Caryn indicated that the membership as of Dec. 27, 2006 is 346 individual, 120 family members, 97 juniors counted in family memberships, plus a few individual juniors and 38 farm listings. About 470 total members that received a Quarterly. Sara Conklin is sending old copies to new members. It makes sense for Judy to send the Quarterlies to the new members instead of Sara now that Sara is out of old copies. Judy will communicate to Sara Conklin that Sara will no longer send out a sample newsletter with the new member packets. The general idea was to print 10 extra copies, or more as needed, for Judy to have a good supply.

A list of all current Farm Listing to be printed in each Quarterly has been approved unanimously via e-mail.

Education –

Bernie recommended that the board delay the review of the revision of Sport Judge Training Program until Feb. or Mar. so that the three person committee of Katrin Sheehan, Heidi Kline and Andrea Barber could talk to Marlise Grimm about some unresolved issues when they see her at the FEIF Conference in Feb. (see below). But in the mean time approve the following motion.

Bernie moved that the sentence, "The recommend European practice judging is not to be considered a prerequisite to attending the FEIF Sport Judge Seminar." be added to the end of the second step in the current program.

Seconded by Ed.

Vote – Yes, Unanimous

Ed, Caryn and Betsy have been concerned about restrictions to interns judging pace, five gait and open classes. The statement is:

Marlise holds the opinion that those who simply pass the first very basic test may not judge Open, Five Gait, and Pace classes until they have gained sufficient skill and knowledge from additional experience such as participating in Show judging with FEIF judges in Europe or Iceland. It needs to be spelled out that way in both the meeting minutes and in the Judge Training Program to prevent members from making wrong assumptions in dealing with Intern Judges.

There has been unanimous approval via e-mail of three person committee to speak to Marlise Grimm at the FEIF Conference. The committee consists of Katrin Sheehan, Heidi Kline and Andrea Barber. Katrin is to be chair and to report to the board. Bernie will notify them.

Regional Clubs –

Andrea reported that the Heartland club of Indiana has not renewed for 2007. Other clubs are getting their renewals in now. Most are complete.

Insurance for all

Bernie reported that only the North American Horsemen's Association is willing to cover activities in all 50 states, but will only do it on an individual club basis because of different laws in each state. Betsy asked about the American Horseshow Association. Ed commented that the name has been change to United States Equestrian Association.

Breeding –

Anne reported that the last thing for the Evaluation Handbook is the acceptance of the Spavin protocol. It has been reworked by Dr. Dykes and Anne.

PROCEDURES FOR COMPLIANCE WITH RULES REGARDING RADIOGRAPHS FOR BONE SPAVIN

FIZO states in Section 111 under the heading Additional Rules for organizers of International Breeding Shows, the following requirement:

“Radiographic examination of the distal tarsus is required for stallions before entering the first breeding show from the age of five (5) years.

A complete radiographic examination is requested including four different projections of each hock. The radiographs are sent for central interpretation (by the same radiologist) in each country.

Information about the radiographic diagnosis will be recorded in World Fengur for information for the breeders.”

Further specifics for compliance with this requirement are contained in the document “Rules Aimed to Reduce the Prevalence of Bone Spavin in Icelandic Horses” which may be found at the FEIF website (feif.org)

All stallions appearing for evaluation at our breeding shows must comply with this rule, including the specifics contained in the second document. The required radiographs are:

1. Lateromedial (LM)
2. Dorsolateral-plantaromedial oblique (DL-PIMO)
3. Plantarolateral-dorsomedial oblique (PIL-DMO)
4. Dorsoplantar (DPI)

These may be analog films or digital files [high quality prints or CD-ROM]; digital files should be DICOM format for full fidelity; JPEG format is not acceptable for diagnostic evaluation; digital images are not accepted as e-mail attachments.

The procedure in the U.S. for compliance with the above rule is as follows:

1. The owner of the stallion must have the above x-rays of each hock obtained by a licensed veterinarian of his or her choosing.
2. At the time the x-rays are taken, the veterinarian shall be provided with the name and registration number of the stallion being x-rayed and will confirm the identify of the stallion by freeze-brand or by scanning the stallion’s micro-chip I.D.
3. The radiographs shall be permanently identified with the name of the owner, the name, registration number, ID chip number (or freeze-brand) of the horse, the date of the study, and the name of the veterinarian making the radiograph, as well as the name and location of the veterinary hospital. This information shall be exposed into the emulsion of the film or included in the DICOM header (and thus visible on the digital image). The left and right tarsus shall e clearly identified with appropriate radiographic markers. Radiographs supplied with this information on materials that can be removed from the film are unacceptable. Radiographs inadequately labeled will not be evaluated and will be returned to the veterinarian.

4. The veterinarian will forward the radiographs to the Section of Veterinary Imaging, Cornell University Hospital for Animals, Box 36, Ithaca, N.Y. 14853 with a letter including the following:

- (1) The name of the owner and the horse and the method of identification;
- (2) The date of the x-rays;
- (3) A check for \$50 made payable to Cornell University;
- (4) A request that a spavin determination be made for the USIHC.

4. Within 30 days of the receipt of the x-rays, Dr. Nathan L. Dykes of the Section of Veterinary Imaging of Cornell University Hospital for Animals, or another board-certified radiologist designated by him, shall evaluate the radiographs to determine if the horse should be diagnosed as having or not having spavin. This determination shall be communicated by letter from Dr. Dykes to the USIHC Registrar (Caryn Cantella, P.O. Box 1724, Santa Ynez, Calif. 93460) and the veterinarian who took the x-rays. The Registrar shall mail notification to the stallion owner within 14 days of receiving this letter.

5. The owner of the stallion will have 30 days from the date of the Registrar's letter to object, in writing, to the determination. In the event of such objection, the x-rays will be reviewed by Dr. Sigridur Bjornsdottir at Holar, Iceland, whose determination shall be final. All costs associated with Sigridur Bjornsdottir's review of the x-rays will be the responsibility of the stallion owner.

6. The final diagnosis of spavin or its absence will be entered by the USIHC Registrar as part of the horse's record in World Fengur.

Andrea moved to approve.

Seconded by Bernie

Vote – Yes, Unanimous

Caryn asked if stallions need to be x rayed that are judged for conformation only? Anne replied that we have not in the past allowed stallions five and over to be evaluated on conformation alone and that it was contrary to the information sent out to have done so. In her opinion the conformation only evaluations on stallions five years and over were a mistake but one that we should allow to go through. Anne will ask Katrin to check on whether or not these horses need to meet the spavin x-ray requirements.

Youth –

Sandie reported that the FEIF YC will be held in Sweden. The ages will be 12-18. The date and place are not definite yet.

Susan Peters wrote the board asking for action on the youth leadership issue and making suggestions for the future of the program. She contacted Andrea and asked Andrea to call her to discuss. When Andrea returned her call Andrea reaffirmed to her that the

board is standing behind the decision to let the panel do its work and wait for their recommendation.

Competition –

Betsy (from Heidi)
The Sport Committee recommends that the Green card requirement for USIHC World Champion participants be for one year.

Andrea move to accept.
Seconded by Betsy

Vote - Yes, Unanimous

The Sport Committee recommends raising min. World Championship score to 6.0.

Discussion, - Caryn is against it because it was raised from 5.0 to 5.5 recently and shouldn't be raised until after the next WC.

Sandie thinks 6.0 is reasonable but it's not right to change it right now as it's not fair to the people who have been focusing on achieving the 5.5 during the past yet.

Barb says leave it for now

Ed thinks there is no hurry to change it.

Bernie questioned the need for a min. score at all until we define why we want to participate in the WC. Depending upon the motives the need for qualification changes.

Bernie moved that we leave the min. score at 5.5 until the WC tryout for 2009.

Seconded by Ed.

Vote -Yes, Ed, Anne, Sandie, Caryn, Barb, Judy, Bernie

No, Andrea, Betsy

The Sports Committee recommends that another site for WC tryouts be added at Rocking R Ranch with Karen Olson as the organizer.

Discussion- The general concern is there enough interest support the judge transport and expenses. Besty noted that Karen Olson has offered to underwrite the costs.

Barb wondered if the congress would end up footing the bill because the fees go to the congress?

Ed moved that for a one time guaranteed fee of \$750 payable to the congress by Karen Olson that the Rocking Ranch site be added for the 2007 WC tryouts. If the actual expenses are less than \$750 (meaning that the fees collected from participants are over \$750) the difference will be refunded to Karen. Ed will develop a formula for the future.

Seconded by Andrea.

Vote - Yes Unanimous

General Items

Election Committee

Printing/mailing approved unanimously via e-mail. Ballots and included notice of the annual meeting went out on time.

Annual Meeting

Unanimous approval of annual meeting agenda items and mailing via e-mail

Unanimous approval of Jon's WF Presentation on Friday evening and the USIHC paying for half his airfare and all hotel/meals, etc. The board discussed if there should be a cap on Jon's expenses and it was unanimously decided that there will be no cap on Jon's expenses for meals, hotel etc.

FEIF Conference

Unanimously Approved via e-mail, Andrea, Sandie, Katrin Sheehan, Nicki Esdorn to attend the conference

Congress to cover the Presidents expenses for 2007, flight, hotel/conference. Vote taken via email was:

Yes, Anne, Betsy, Caryn, Ed, Sandie

No, Barb, Judy, Bernie

Abstain, Andrea

Result was approval

Bernie's motion to have Andrea represent the USIHC at the Delegates Assembly was approved unanimously.

Registration form for the FEIF conference completed and sent in to FEIF by Andrea

Panel update –

Andrea was contacted by Rich Moore for documents which she then provided to him. Andrea also talked to both Rich and Eileen and heard from John via e-mail and the results is that they are moving forward.

Next board meeting date set for: Feb 27, 2007 at 9 pm EST.

USIHC BOD Meeting
Feb. 27, 2007

Regional Club Observer: Dawn Shaw

Members Present: Andrea Barber, Caryn Cantella, Betsy Covert, Anne Elwell, Ed Hilgaertner, Judy Strehler, Barb Riva, Sandie Weaver, Bernie Willis

Treasury - Ed reported a January balance of \$28,118.31, a February balance of \$27,002.06 and a balance for February 26 of \$24,436.62. Anne indicated that the USIHC should have a credit for payment to FEIF for the Wisconsin breeding evaluation. Ed further reported that according to our accountant our non-profit status allows us to recover funds from previous years' taxation. From 1995 to 2005 refunds could amount to thousands of dollars. Ed has asked around about more knowledgeable accountants but so far no name in particular has come forward.

Pleasure Riding - Ed provided this report from Amy Goddard

1. Although the deadline for the previous year's PRP logs is Feb. 1, there are always a few stragglers who are late with their logs for various reasons, such as a computer crash, misplaced logs, or just got out of the hospital! I have two outstanding for the West region; East and Central/Mountain are closed.

2. As I have been disappointed in the last couple of years' jackets from ICE-line, going forward, we will be purchasing jackets from Mountain Horse. They currently give us a 50% discount on vests, and will do the same for jackets. Unfortunately, they cannot provide silk-screening or embroidering, so the USIHC logo will have to be done separately, I am looking into local vendors.

3. So far we have 43 people enrolled in the PRP for 2007; 13 of those are new PRP members, 30 are renewals. 6 are youth.

4. In response to an accusation that occurred last summer regarding a PRP member who may be "over-riding" her horse, and not caring for it properly, I have added the following to the bottom of the PRP Enrollment Form:
"Please sign the Pleasure Riders Pledge: I will strive to keep my horse sound, conditioned and healthy. I pledge that I will not compromise his/her

health for the sake of winning a prize.”

5. In regard to the above, I had also written to the AQHA Ride Program, asking how they address such issues. Their response was that, although they are indeed concerned about such issues, they can only do something after the member has been convicted in a court of law for mistreatment. They also stressed that education is important. I have asked one of the PRP committee members to write an article for the Quarterly about conditioning your horse.

6. I am resigning from chairing the PRP as soon as a new chairperson can be found, or Jan. 1, 2008. I have contacted several PRP members who impress me as being capable of the job, but all have declined except one, who is considering it. My suggestion to the new chairman is to delegate certain jobs to committee members, to reduce the time spent by the chairman, (for example, promotion, content for Quarterly and website, prizes, etc.)

7. I'm attaching the PRP Manual that I put together to give people an idea of what's I do now, or should do for the future (for example, the Iron Butt award is new for 2007). If anyone has any suggestions or likely candidates for a new PRP chairman, please let me know.

Registry - Caryn reported a balance of \$65,419.70 as of January 1. She is continuing to update the registry page of the website to make the information more clear.

Promotion - Barb reports that there were Equine Affair booths in CA, OH and MA for 2006 at about \$400 each. The costs for 2007 are up a little at \$600, \$540 and \$550 respectively.

The ad in the Trail Rider was good expect, the small size made it hard to read. They are working on a new ad for the future. A business card ad in each issue of Trail Rider may be the best option for now.

The FEIF flag information will be added to the web site.

The brochure is in progress by the committee.

The shipping cost of the display for the fair booths is about \$107.00 depending upon location by UPS.

Website - Barb reports that there have been a rush of updates to committee pages. The Spæyri award may need updates as well. The bulletin board has not been updated in many months.

Andrea moved that the bulletin board update be made #1 priority for the website committee.

Seconded by Caryn

Vote - Unanimous

Caryn reported that Doug Smith plans to have a demo of the tracking program for the Annual Meeting.

Quarterly - Judy is looking for a good membership number for correct printing of the Quarterly. Caryn indicated this should be available Mar. 31. Barb indicated that 25 extra copies have been ordered in the past but that they will order 30 extras now.

Education - Bernie introduced the Sport Judge Program rewrite and after much discussion it was decided to eliminate the historical info and add a paragraph about the limitations of classes for interns to judge unsupervised. Bernie will present the changes via internet for the board to consider.

Breeding - Anne indicated that Katrin Sheehan was compiling a complete report from the breeding meeting at the FEIF Conference. Some high lights included a concern about the loose attitude toward the FIZO by some members. She moved for a better FIZO which passed the FEIF Conference breeding committee. She also noted that Worldfengur would like to be the world registry for Icelandic Horses within 10 years.

The Evaluation Handbook progress is stopped again pending the decision of the breeding committee on the adoption of the FIZO.

Anne moved that the Congress send notices to owners of qualifying breeding horses information about the opportunity to participate in the World Championship.

Seconded by Andrea

Vote - Unanimous

A suggestion was made that at some future Annual Meeting there be a learning day or weekend for prospective scribes and Worldfengur data entry persons. No action was taken.

Competition - Betsy reported from Heidi that entries for WC tryouts are up to 38 from 20 last time. There is a sanctioned show planned for Burbank, CA.

Youth - Sandie reported that a coloring book of Icelandic Horses was presented to FEIF as a gift. This book is available to the USIHC in disk form for our use. Andrea suggested that Lulu.com can publish it on demand. Sandie will get the file from FEIF. Andrea suggested that Steve Barber might be able to help as he is familiar with Lulu. Barb asked about using Lulu.com for brochures. Andrea thought they might be too expensive coming from Lulu and would probably be better printed in bulk.

The Spæyri Award - Sandie moved that the USIHC order, send and pay for the plaques, and provide the \$150.00 award money. John Parke will reimburse the Congress \$300.00 and determine the winners.

Seconded by Andrea

Vote - Unanimous

Other comments-

The Election Committee will announce results March 10. Andrea will inform the candidates by phone and then post the results to the board and give them to Ásta to post on the USIHC website.

Next board meeting is March 13 to elect the officers and gear up for the annual meeting.

Caryn needs relief from the registrar position and would like to start training a new person sometimes before Jan. 2008. She believes it should be a paid position. Ásta Covert is very interested and has experience helping Caryn in

the past.

The fact finding panel on the Youth Cup has asked for direction and the board has reiterated its position of “do your job as you see fit but do it ASAP.”

Meeting adjourned 11 PM Eastern

USIHC Board of Directors Meeting
March 19, 2007

Members present – Andrea Barber, Laura Benson, Caryn Cantella, Anne Elwell, Ed Hilgaertner, Katrin Sheehan, Barb Riva, Sandie Weaver, Bernie Willis

Andrea Barber welcomed the new board members, Laura Benson and Katrin Sheehan
Election of Officers to the Board:

Sandie Weaver nominated Andrea Barber for President stating that she is honest, hard working, and has no hidden agendas. She also stated that she felt Congress members knew that about her. Andrea stated that she appreciated the nomination, but she had decided to not accept the nomination for President this year. She would like to spend more time this year focusing on the Regional clubs. She also was interested in taking over the chairmanship of the Pleasure Rider Program, with the retirement of Amy Goddard from that position. Both Amy and Andrea decided that they would make this transition over the course of the rest of the 2007. Sandie said she would respect Andrea's wishes and thus withdrew her nomination. Caryn said she thought that Andrea had done a good job last year and wished she would continue as President, but also would respect her wishes.

Barb Riva nominated Bernie Willis for President. Anne Elwell seconded the nomination. Caryn Cantella voiced her concern about moving the USIHC office if Bernie was no longer Secretary. She felt it would become confusing to have the office moved a lot. Anne reminded the board that the Secretary's position does not necessarily include the keeping of the USIHC office. Therefore, Bernie could still keep the office of USIHC and become President. Bernie also reminded the group that last year the Board voted to keep Sophie on as fill-in office manager in those cases where Bernie could not be available. Bernie accepted the nomination as President.

The vote to elect Bernie Willis as President was as follows:

Barb – Yes
Anne – Yes
Caryn – Yes
Ed – Yes
Katrin – Yes
Laura – Yes
Bernie – Yes
Andrea – Abstain
Sandie – Abstain

Bernie Willis asked Andrea Barber if she would be willing to take on the Secretary position. Andrea declined repeating the same reasons for not accepting the nomination as Present for a second term. Barb Riva offered to take the Secretary's position if someone could take on the chairmanship of the Promotion Committee. She asked Laura Benson if she would consider that. Laura agreed to take the position if Barb would stay on the committee to help her get started. She agreed.

The vote to elect Barbara Riva as Secretary was unanimous.

Andrea asked Ed if he was willing to continue with the Treasury position. He accepted and the Board agreed unanimously to keep him as Treasurer.

Caryn Cantella nominated Sandie Weaver to continue her position as Vice President. She accepted and the Board agreed unanimously to keep her as Vice President.

The 2007 Officers of the USIHC are as follows:

President – Bernie Willis

Vice President – Sandie Weaver

Secretary – Barbara Riva

Treasurer – Ed Hilgaertner

Anne Elwell announced that she felt it was time for her to turn over the chair of the Breeding Committee. She had been considering three individuals for the past year, of which Katrin Sheehan was one. When Katrin became elected to the Board, Anne decided to name her. Katrin accepted the position. The Board agreed.

Former Board member, Judy Strehler, had been chairman of the Quarterly committee for the past year. Since that committee now needed a Board liaison, Barb Riva volunteered. However, upon taking the position of Secretary, asked if Anne Elwell would be willing to become the Quarterly Committee liaison. Anne is already on the Quarterly committee and she agreed to be the Board liaison. The Board agreed

Betsy Covert, who had resigned from the Board this term, was the Board liaison for Heidi Kline who had been Chairman of the Competition Committee. Katrin Sheehan asked if she could be the new Board liaison for the Competition Committee. The Board Agreed.

Katrin Sheehan also felt that she had a great deal to offer the Web Site committee and asked if she could become the Board liaison working with the chairman of that committee, Mark Peal. The Board Agreed.

The changes for 2007 on the Committees are as follows:

Pleasure Riding Committee: Andrea Barber, Chairman

Promotion Committee – Laura Benson, Chairman

Competition Committee – Katrin Sheehan, Board Liaison (Heidi Kline, Chairman)

Quarterly Committee – Anne Elwell, Board Liaison (Judy Strehler, Chairman)

Web Site Committee – Katrin Sheehan, Board Liaison (Mark Peal, Chairman)

Andrea Barber noted the issues that came up in the recent election and felt that the Constitution needed to be reviewed. She felt it was time to do a complete review. She suggested that a Constitution Review Committee be formed. The Board agreed. Andrea asked Anne Elwell to chair the Committee. Anne agreed. Andrea suggested that Anne put something up on the website about the formation of the new committee and to look

for volunteers at the Annual Meeting. Andrea suggested that she felt Rich Moore would make a good addition. She also informed Anne that Steve Barber was also interested in this committee. Andrea also offered to set up an e-mail list for the new committee.

New Committee for 2007 is as follows:

Constitution Review Committee – Anne Elwell, Chairman

Preparation for the Annual Meeting:

Katrin offered to bring her lap top computer and projector for the meeting.

The schedule for Jon Lorange was confirmed by Bernie. Andrea suggested that possibly the Texas Tolters Regional Club may be willing to entertain Jon during his extra days in Dallas after the meeting.

Anne Elwell stated that she will give the Quarterly Committee report at the Annual Meeting.

Katrin Sheehan agreed to give the Web Site Committee report at the Annual meeting.

The Election Committee report will be on the agenda and given by Amy Goddard.

Andrea stated that she had asked all three Youth Panel members for a report to be presented at the Annual Meeting but so far none had responded. It was agreed that if they did send a report in time, that either Andrea or Bernie would present it at the meeting.

Doug Smith will present the demo of the Proposal Tracking system following the Election Committee Report.

Special Presentations will be given after lunch.

Member submitted agenda items will be presented as follows:

Karen Brotzman's proposal for an interactive bulletin board on the USIHC web site.

Katrin Sheehan agreed to speak on this subject

Rich Moore's proposal to allow time for members to speak at a designated time during the monthly meetings. Anne Elwell agreed to speak to this on this subject.

Susan Peter's proposal for Youth Development.

Sandie Weaver agreed to speak on this subject.

The Board of Directors will plan to meet for last-minute prep at 7:30 am in the hotel restaurant for breakfast on March 24th.

Meeting adjourned at 10:00 pm Eastern.

USIHC BOARD MEETING MINUTES

April 17th, 2007

Present: Bernie Willis, President
Sandie Weaver, Vice President
Barbara Riva, Secretary
Ed Hilgaertner, Treasurer
Andrea Barber
Laura Benson
Caryn Cantella
Anne Elwell
(Katrin Sheehan, absent)

Regional Club Observers: Dawn Shaw/Cascade Club, Annette Coulon/Northern California Horse Association, Judy Strehler/Flugnir Icelandic Horse Association of the Midwest

Meeting called to order at 9:06 Eastern time

Secretary's Report (Barb Riva): Annual Meeting Minutes still being transcribed.

Treasurer's Report (Ed Hilgaertner): Beginning March balance \$27,704.26. Closing balance \$20,301.91. The cost of the hotel and dining room for the Annual Meeting this year was \$3,909.69. Jon Lorange's room expense was \$629.00; however, we have not yet received Jon's flight expenses Saturday's meeting and dinner in 2006 was \$3,440.00. The Saturday's meeting and dinner in 2007 was \$3,346.00. The members paid a fee for the dinner so taking that into consideration, Congress' costs for this year's dinner was \$1,200.00. Last year's (2006) dinner costs congress \$1,190.00. Bernie said he will ask Jon for his flight expense amount.

(Katrin e-mailed Caryn during the meeting to inform us that she will not be able to get on this conference call from Germany. Her cell phone will not work with the 800 number. Her computer access is limited. She is very frustrated, however, would like to cast her vote in favor of the competition motion. She also asked if we could discuss her motion to Adapt FIRO at our next teleconferenced meeting. She would also agree that the 2006 Youth Cup panel report should be discussed in a separate special meeting.)

Registry Report (Caryn Cantella):

Balance as of 3-31-07 is \$66,513.42

Iceland has recently entered into World Fengur several horses that I was waiting for so that I could enter their offspring born in the US. These are foundation horses that go back to 1964. This will now allow me to register the minority of the US horses that I have not been able to enter until now.

I met with the head of Worldfengur Jón B Lorange at the annual meeting. He was impressed with the way the data base was set up for our horses. We discussed the exporting of the DNA and parent verification information for US born horses into the horses' files in WF. When Worldfengur was started they did not have a place in the horses' files to keep this information. He informed me that what other countries do is register the horses first, than send the genetic marker report to Worldfengur and Worldfengur does the parent verification. If there is a problem then they refute the registration. Since we require the parent verification before registration he has agreed to recognize our findings and register all US born horses that I send him as unrefuted.

We discussed exporting of stallion reports in files and this can be done.

We discussed the problem with having to enter all our member subscribers one at a time. He said that they took our complaint seriously and they have a solution for next year. We will be able to send all members US owner or membership number to them and each member will, then go online and register their own information including their number which will allow them access. This means before next year we will have to assign members that don't have a horse a number. All horse owners are given an owner number when they register a horse, but not members that don't own horse. We can then display their number next to their names on the web site incase they don't know or don't remember it.

Jon asked that the US password be kept to only the registrar. It is important for them to know who is responsible for any changes in Worldfengur in each country. Passwords for breeding shows can be given for each show.

Jon has requested that in the future that along with the passports we require a certificate of ownership, because horses can not leave Iceland with out a passport, but that dose not mean that just because someone has the passport that they have paid for a horse. This will have to go to the breeding committee and than the board to be approved so the rules could be added to the registration rules.

Breeding Committee Report (Katrin Sheehan): none

Competition Committee Report (Katrin Sheehan):

(Heidi Kline) Here is the vote for the proposal I sent you the other day regarding the change to Open Classes.

I would like to make a change to the sanctioned class list. Currently we have open classes available as an individual or a group class. Because the difficulty level is higher for an individual program I would like to propose that we also use the FIPO classes which are ridden exactly the same but are ridden in a group rather than as an individual performance. Then either one could be offered to meet the requirements of open classes at a sanctioned show.

That would mean:

T1 (Individual) or
T3 (Group)

V1 (Individual) or
V2 (Group)

F1 (Individual) or
F2 (Group)

All of the other classes would remain the same. This only applies to open classes. This would all be in preparation for the high point system to come at a later date. To compare individual programs to group classes is not the same thing at all. Group classes have the speaker to tell them when to change gait and what gait they must ride next with a leeway of time to make the change. Individual programs must be much more precise to receive the same scores. The judge also sees all of your program as opposed to only a part because he/she was watching another rider.

To me there is no down side to this change. There are still classes for everyone at the sanctioned shows. The riders choosing to ride individual programs will be in a more difficult group and be rewarded for it with the new Nat'l Program that is being worked on as we speak.

12 out of 19 members voted yes and 7 did not vote at all. There were no objections of any kind. Please have the board look this over and approve the change.

Andrea Barber	yes
Anne Elwell	yes
Anne Marie Martin	yes
Asta Covert	yes
Bernie Willis	yes
Caryn Cantella	yes
David Kline	yes
Heidi Kline	yes
Martina Gates	yes
Sophie Katakozinos	yes
Steve Barber	yes
Will Covert	yes

This change was not discussed because of the absence of Katrin Sheehan. We will address this at the next Board meeting on May 22nd.

Education Committee Report (Bernie Willis):

The Education committee overlooked a few items in the draft of the judges training seminar. Below the middle of the first page, paragraph 2, section B regarding the compliance item of being a secretary at a sanctioned show. This item should be deleted. Ed suggested removing any reference to professional so Bernie wrote: Intern Judges may team judge along with a FEIF International Judge. List classes: T-1 through Speed Pace. Then they may judge without supervision T-5 through TV-6 Remove the entire sentence that refers to professionals and leave the rest.

Caryn asked why we change the requirement of a written referral from the FEIF Sport Committee, to be a written referral from an International Judge. Bernie informed us that the FEIF Sport Committee (of three) had been disbanded. It was his understanding that the sport judge committee had a role in making sure the sport judges were as uniform in their judgments as possible. Judges develop under the same criteria.

Under Limitations in the draft, section one, Ed felt that the second paragraph that states that ‘working with an international judge is a privilege’. Ed felt that sentence is not needed and should be deleted. Ed references the sentence that is talking about ‘the Chairperson of the Education Committee will make arrangements for those wanting to team judge’. Is that sentence referring to Alex Pregitzer?

Bernie said that it refers to anyone who would chair the committee. Ed wanted to be sure to clarify that. Bernie said that it would be important for that person to have contacts in Europe and Alex does.

No further questions. The draft will stand as amended. No objections. Caryn would like to see the corrected draft before voting. She felt it difficult to approve something that she could not read in its final form. Andrea agreed. Bernie will make the corrections and present it to the board again via e-mail to be voted on at our next meeting. Barb will add the corrected draft to the agenda of the special meeting for a final vote.

Pleasure Riding Committee Report (Andrea Barber):

(from Amy Goddard) We have 6- PRP members enrolled so far for 2007 (49 adults and 11 juniors). Mountain Horse jackets were sent to Barb Riva for embroidery; the five ladies’ jackets have arrived, but we are still waiting for the one men’s jacket. When they’ve been embroidered, Barb will send them to the winners. Vests arrived and were sent to the three 1,000-hour winners along with their patches. Medals have been ordered but have not yet arrived. I expect them any day. Key chains arrived for PRP for Regional winner, the St. Skutla club. I will send them out this week. I will send FEIF flag back to Andrea for the

club. The PRP Scoreboard 2006 Finals are posted to USIHC website, along with new pix of some of some of the winners. Remaining enrollment forms updated with Andrea's address. I also asked Asta to replace my contact info with

Andrea's on the site. I'm getting PRP files and info organized to pass on to Andrea in the next month or so. I made Andrea owner and moderator of PRP Yahoo Group, which is used to communicate with the PRP Committee.

I want to thank the Board once again for the beautiful stained glass plate and engraved stand they presented to me at the Annual Meeting. It is very precious to me.

Promotion Committee Report (Laura Benson):

- One new member, Annette Coulon, has joined the committee.
- Discussion regarding the Congress brochure continues.
- We are also working on the breed profile to be used when quick information is needed for advertising. A rough draft has been submitted by Deb Cook and is currently being proof-read and discussed.

Quarterly Committee Report (Anne Elwell): None

Regional Club Committee Report (Andrea Barber): Andrea is working with Katrin Sheehan on constitutions and bylaws for the new regional club in that area. Bernie informed the Board that the Alaska club had a meeting with 20 members so it looks to be off to a good start.

Web Site Report (Katrin Sheehan): None

Youth Committee Report (Sandie Weaver):

FEIF Coloring Book - Steve Barber is working with Lulu.com to publish the coloring book. They cannot publish it the way it was sent so modifications must be made. He needed a contact person to find out how changes could be made. I e-mailed Susanne Frolich (FEIF secretary) with this request, she forwarded my e-mail to Iceland and Sigrun (Icelandic Youth Director) replied so I forwarded that e-mail to Steve.

FEIF Camp 2007-Sweden - In the last four months, three families contacted me about sending their teenagers to the FEIF Youth Camp 2007 in Sweden. Usually I receive the specifics in November, but this year information was not finalized until February. By that time, one family had already booked a vacation to Italy. Another family purchased a hunter-jumper for their daughter and were going to be involved with a hunter-jumper show circuit during the time of the FEIF Youth Camp. The third teen-ager sent her application in immediately. No references arrived with the application so I e-mailed the mother reminding her that two references were required. One reference arrived by e-mail within a couple of days. The deadline was approaching and I still had not received the other reference so I phoned the mother. The mother said her daughter's teacher was supposed to send in the reference, they were now on spring break, and there was no way that she could contact her ! daughter's teacher. So, I suggested she contact someone else to send in an e-mail reference. This was done. I received the second reference after our official deadline but I accepted it since I had been in communication with the parent and knew what the extenuating circumstances were. Respectfully submitted, Sandie Weaver

OLD BUSINESS:

Motion: Caryn Cantella moves that Asta Covert become the registrar for a trial period of three months so that the Board and Asta could evaluate her performance and fees accordingly. The fees proposed by Asta are \$15 per Registration, \$6 per Transfer. That includes any work that she does, related to those tasks. She will perform other duties at a rate of \$20 per hour.

Discussion: Some of the board members wanted to see a proposal from Asta so here is what she proposes. First a little info from Caryn. The data base entry person has from the beginning of the registry 1989 received \$10.00 per new registration and \$3.50 for a transfer to enter the data. This was before Worldfengur and that extra work of entering horses, farms, and owners. Below Asta has proposed a \$5.00 increase for new registration and \$2.50 for transfers. I feel this is the best way for us to pay someone, as apposed to a monthly fee. Different times of the year have more or less registration coming in. Our registration fees have been the same since 1989. If we wanted we could increase the fees for new registration \$5.00 and transfer fees by \$2.50 and we would be covering the extra expenses for the registrar's increase in pay. Currently Asta already gets paid the \$20.00 and hour for the online stallion report and any help on the breeding evaluations. This would not be a new expense. Some registration and transfer take longer than other depending if everything is completed correctly or not. When people call to ask question, some talk for 2 minutes and some want to talk for an hour, but she feels that this will all average out. She would also like to see an email link on the web site to the registry so she does not get the registry e-mails mixed up with personal emails.

Cost Proposal from Asta:

The cost of the registrations \$15 new and \$6 transfers.

The above fees will cover the following tasks:

- picking up the mail at the PO Box
- all work involved for a new registration or transfer as the registry rules require, such as but not limited to things such as making files, checking signatures, checking and marking stallion report in the book and online, making sure farm names are correct, stamping, photo coping and entering new owners in passports. Making necessary phone calls and or writing letters to applicants if any thing is missing or incorrect.
- requesting location changes if necessary in World Fengur
- entering information in both World Fengur and the USIHC database
- print out the forms, sign and send
- file registrations
- take them to be mailed.
- receiving and returning all phone calls to the registry office.
- Preparing annual reports

The fee of \$20 per hour will cover the following tasks:

- Entering Stallion Reports to the online stallion report data base.
- Breeding Evaluation entering into World Fengur
- If the board wants Caryn Cantella will keep the finical records for the registry and make the deposit to the bank.

Barb felt that since we now have a non-board member doing this registry work, that the financial responsibility should pass on to our treasurer. Caryn felt that this was not necessary since she would only be doing deposits. Anne, Ed and Andrea did not have a problem with Asta making deposits to the registry account. Barb asked if this would be a temporary duty until we can move that financial responsibility over to our Treasurer. Caryn wanted Asta to be able to make deposits during the times that she is away from home. Caryn did not want checks sitting in the office waiting for her to return. Barb asked why Ed (Treasurer) can't take care of that task. Ed said he could also make those deposits in Caryn's absence. Caryn felt it was just as easy for Asta to fill out the deposit slip and take it to the bank rather than take it to Ed. Barb thought that both Caryn and Ed used the same post office box. Barb does not understand why the organization has a Treasurer but he does not take care of all of Congress's funds. Barb felt that the Treasurer of the organization should be taking care of all the funds for both accounts. Ed explained that up until recently the Treasury funds and the Registry funds were in different parts of the country so needed to be handled by two different people. Eileen was the Treasurer for a time and she was in New York where Caryn has always handled the Registry Account. Barb felt that, with the trend toward liaisons to the Board and non-members heading up committees, that it is important for us to have our Treasurer keep track of both of our accounts. Caryn explained that in order to keep track of what amount is for transfers, registrations, and stallion reports, this has to be done by the registrar. If checks are forwarded to the Treasurer, he would not know what each one of those checks are for unless he was physically opening the envelopes. Barb then verified that there is no way to make a requirement, that only a Board member handle the registry account. Caryn can continue to take care of the registry account if that is what the Board wants, however, she would like to have Asta take care of the deposits when she is gone. Andrea verified that in the future the Treasurer can take care of the account but only the Registrar would be able to make deposits to be sure the right funds go to the proper categories. Andrea did not see any problem with Asta making deposits as long as the Treasurer was the only person allowed to write checks out of the account. Bernie asked Ed, when we pay the \$20 fee for the work done for the registrar, does that make us liable for W-2's and Workman's Comp Insurance and any other related employee taxes. Ed said that Asta would not be an employee in that sense. The position is a service we will pay for. Anne said one of the points that's critical in decided if a person is an employee or a contractor is if they have control over their hours worked. Caryn said that Asta would set her own schedule. She would then get a 1099 from the Congress. Barb also felt that it's important that she gives us an invoice for her work completed when we pay her. That is another point that will indicate that she is a service contractor rather than an employee of the organization. Barb stated for the record that she feels Asta is trustworthy of the position and is very detail oriented and would be good for the position. However, it's important to have an elected Treasurer handle all funds and accounts for the organization. Sandie asked if Barb would expect Asta to send all the checks to Ed to be deposited. Barb felt that other organizations require non-Board members to fill out a report with regard to why these funds were received and then that report and the checks are forwarded to the Treasurer for deposit to the account. Caryn felt that this would be too difficult since these funds need to be recorded to different areas of the registry. Barb felt that Asta could make a report to indicate this information and then send that and the checks to Ed to deposit to the account. Ed said that he could also make those deposits if everyone wanted him to. Bernie felt that this is another issue for the Standing Rules that Anne will be working on.

MOTION PASSED:

Ed Hilgaertner SECONDED

VOTE:

In favor: Laura, Andrea, Anne, Ed, Sandie, Bernie, Caryn

Abstain: Barb

Motion: Andrea Barber moved that the Quarterly Committee makes sure that all USIHC news/information gets precedence in each issue and more specifically that all the USIHC Board Meeting Minutes are printed in their entirety.

Discussion: Andrea Barber moved that all the minutes and reports should be published in the Quarterly. Anne did some research on this. Andrea felt that this had been voted on via e-mail. Bernie said the vote was out of order since everyone had already agreed to wait until the teleconferenced meeting to vote on any further issues and it was still up for discussion. Anne went through last year's meeting minutes to see how many pages the meetings were. The minutes ran between 6 and 7 pages without the reports. Andrea asked if the pages were actual typed pages or pages that would be printed in the Quarterly. Anne verified that they were actual printed pages. It was agreed that more type can be put onto a page of the Quarterly. If this information goes in to the Quarterly, we have to realize that there will be minutes and reports from three teleconferenced meetings and that would take up a lot of pages in each Quarterly. Anne doesn't feel it is useful to take up all this space in the Quarterly. Anne loved the idea of making the minutes as full as possible to be able to give the members as much information as possible. Anne felt that it is important to get the full minutes with reports up on the web site but felt we should use only the summary information for the Quarterly with a reference to the web site and instructions on how to obtain a full transcript by mail. This way we accommodate all our members without taking up so much room in the Quarterly. Andrea felt that it is still very important to get all this information to the members in the Quarterly and will keep her motion as it stands. Andrea felt that we had raised the issue about getting information to members who don't use a computer regularly. She feels that just a reference to the web site is just not good enough. Anne feels that communication

MOTION DENIED

Caryn Cantella Seconded

VOTE:

In Favor: Andrea, Sandie

Against: Bernie, Laura, Barb, Anne Ed

Abstain: Caryn

Motion: Katrin Sheehan made a motion to adopt FIRO.

Discussion: Andrea felt this motion should go to both the sport and the breeding committee first. Anne felt that the part of FIRO that is most important to us is the arbitration mechanism. It might be a good idea for it to go to those committees for approval if for any other reason but to be sure they read it and get educated with the information. Andrea would like to see this go through both the sport and breeding committees first. Anne felt it should also go up on the web site so that people can go back to check it as they needed.

MOTION DENIED

VOTE: Unanimous

Motion: Andrea moved to have Katrin take the issue of adopting FIRO to the sport and breeding committee for approval and prior to coming to the Board.

Anne Elwell Seconded

MOTION PASSED

VOTE: Unanimous.

Motion: Katrin Sheehan made a motion to elect FEIF delegates during this meeting.

Discussion: Anne informed us that there are not many countries that elect FEIF delegates anymore.

Germany still does. Countries have found that the ones that were elected often could not attend and were

sending someone in there place. It has always been difficult to know who would be able to attend the FEIF delegates meeting that far in advance. Two people are elected out of willingness to go. Anne felt that there isn't much point to this election. Bernie thought the Constitution required it. Anne said that it was taken out a long time ago because we could not comply with that rule and members were questioning it. Katrin may be used to the election of these officers in Germany who then have additional authority. Caryn checked her copy of the constitution and could not find the requirement of electing delegates. Barb said that these delegates are elected to stand as the final arbitration committee in FIRO to have the last word in arbitration. Anne felt the format of the Constitution was difficult to read and it needed to be reformatted. Andrea felt that the Board should appoint the delegate that planned to attend. Bernie suggested that Anne or Andrea make a motion subject to a non-conflict to the Constitution. Caryn knows we took out the election of the FEIF delegates from the Constitution because it was difficult to comply with. Bernie felt that this election of the FEIF delegates should be elected by the Board.

Barb Riva Seconded

MOTION DENIED

VOTE: Unanimous

MOTION: Anne Elwell moved that the Board of Directors make it a policy to appoint FEIF delegates yearly to attend the FEIF Delegates meeting within a reasonable time before the FEIF meeting so that they can acquaint themselves with the issues.

Discussion: Caryn suggested that this motion be connected to the motion passed last year to offer financial help to allow one of our Delegates to travel to the FEIF Delegates meeting every year. Ed felt that we could deal with it when it happens.

Andrea Barber Seconded.

MOTION PASSED

Vote: Unanimous

NEW BUSINESS:

Annual Meeting for 2008: Katrin Sheehand and Bernie Willis have started to look into plans for the next annual meeting. This issue will be discussed at the next Board meeting on May 22nd.

Member Survey: Anne brought up the subject of a survey. Caryn felt that the membership should have easy access to all Congress information. Anne will work on a survey to ask members various informative questions. If the board has input for this survey they should e-mail Anne with their suggestions. Some of the questions she would like to include are:

Do you have a computer with internet access?

Do you want the minutes in their entirety?

Anne will put together a list of questions and review that with the Board before sending. Bernie asked how the survey would be distributed. Anne felt we could send it regular mail with a return envelope. Anne will make a motion to be voted on at our next meeting. Barb will put it on the agenda for the May 22nd meeting.

Constitution Review Committee: Anne reported on the progress of forming the Constitution Review Committee. She felt that this committee could also include coming up with policies and procedures to help us run the organization more constructively. She has gotten a lot of information from various Roberts Rules

books. She felt that the best way to work on this is as questions are posted to her, it makes sense for her to do the research and then send it out in a memo to the Board so everyone can see it as it comes together. She

feels the Constitution already includes what we need. Andrea feels that there are things that need to be taken out and clarified. Anne felt that was not extremely important and the little things can be cleaned up very easily. Andrea felt the Constitution needs a complete review because of the requirements that we don't do with regard to meetings and notices. Anne felt that the Constitution does not need a huge committee to redraft it. She feels we need much more along with the Constitution reviews. She found that the Constitution and Bylaws are the same. Our Constitution really covers both categories. What we do not have is Rules of Order. That will help us run meetings and committees more efficiently. Some groups will adopt Roberts Rules but they tend to be too cumbersome to include it for the one time it would be useful, as in the Annual Meeting. It would be good to develop some kind of Rules of Order written out so everyone knows how to run our meetings and organization. We also need standing rules or policy and procedures. These have been developed over time and pretty much accepted as custom, but have never been written down as rules voted on, etc. Anne felt that this is something very important that needs to be put into writing. An organization can run on customs but once you put something into writing, then it is the written rule that controls. If custom is in conflict of the written rule, then the written rule wins. Bernie had started compiling this information and sent what he had to Anne to work on in her committee. Once these Rules of Order are written, they will be what rules in the process of conducting board business. Anne feels this committee can function to make everything more clear and simple. A much broader scope of things need to be pulled together in this committee. No one has been dedicated to completing this task. Anne is willing to complete it. It will be a continuous project that she will update the board on from time to time. If the board members have input, she can research it and see how it can be implemented and then report back to everyone. Ed agreed that this sounded like a good plan. Anne has asked Rich and Pat Moore if they would have some interest in working with her. They both have experience in homeowners associations. She also asked Mark Peal if he would also have some interest. He has worked on two corporate non-profit constitutions in the past. Andrea asked what is planned for the review of the actual Constitution. Anne said we definitely need to clean up the election process and to put it in a more readable and organized format. Anne will suggest that Rich Moore work on the election process to get this completed as soon as possible. Bernie asked what the time frame of this project needs to be. The Constitution states that a proposal for Constitution changes must be made 45 days before the Annual Meeting. Anne feels that we should not delay in this process. Andrea feels this issue needs to be made a top priority. Andrea is worried that members will say we do not follow the Constitution. Bernie asked if she has a list of things that we are not following. Andrea agreed to make a list of things that she feels needs to be changed. Andrea reminded Anne that Steve Barber would like to be on this committee. She felt that anyone should be allowed to join. Anne said that only Standing Committees are open to all members interested. Andrea felt Steve should be included in this particular committee. Anne felt that since this is a Special Committee that it would not be the case that the committee would be open to who ever wanted to join. Bernie felt that since we have been only conducting Congress business on custom, there are no written rules regarding the difference between Standing Committees or Special Committees. Caryn asked if we had gone through this discussion in the past and Andrea also agreed that this issue was discussed. Caryn felt that the issue of how we behave on a committee was put in the minutes at one point and Bernie was going to keep track of it all over the past few years. She remembers big discussions on these issues. When Andrea asked if Anne would chair the committee, she did not feel we should exclude any members who wanted to be on the Constitution Review committee. To use an example, Bernie brought up the issue of trying to figure out Marlise Grimm's statement with regarding to intern judges. Bernie asked three board members who were attending the conference to talk to Marlise and figure out the details of her intentions of her statement. Bernie felt that was a Special Committee of individuals he appointed, unlike a Standing Committee that is open to any members who feel they have an interest. Andrea confirmed that she asked Anne to chair this committee; however, since there are members who are interested in joining the committee, she didn't think it was fair to exclude them. Anne felt that the subjects to be worked on in this committee are not appropriate for the general membership. They generally do not have the insight of how the organization should work. Andrea and Sandie Weaver disagreed. Andrea stated that Steve asked to be on the committee and she said it seemed like Anne did not want to have him on it. Anne said she has not yet chosen the members of the

committee. Andrea would like to make it clear that no member should be excluded from the Constitution Committee. Laura asked if we could vote on this issue. Bernie referred this issue to New Business on the agenda to be taken up later in the meeting.

The meeting got back to the subject of committee participation. Anne feels that the Constitution Review Committee is not a Standing Committee. It is a special committee that the Board has formed to clean up unclear items, propose ways of operating, etc. It should be limited to a small number of people who want to work on this issue and possibly have some experience and background in it. She felt it should not be open to all the members who wanted to join. We would not ask the membership to reorganize the Congress, or tell the Board how to run our meetings or develop policies and procedures. Anne said that this committee serves the Board and should be treated differently. Whether it is a long or short term committee, it still should be considered a Special Committee. Its purpose is different from Standing Committees where you really want a wide representation of the members so you get all opinions expressed. Andrea felt that the original idea she had was for a Constitution Review Committee. It appears as though it has become more than that. Andrea suggested that we need a different committee. Andrea felt that the Constitution Review Committee would go over the Constitution and give it a thorough review. She felt this is something that should probably be done at least every ten years or so. At the time she suggested the Constitution Review Committee, she did not believe that there should be any limit to who would become members. Andrea felt that quite a few of our members have experience with this in other organizations and would have a lot to add. She can understand what Anne is saying about formation of Policies and Procedures. However, she feels that there should be a Committee that works on Constitution Review only. Anne suggested that Andrea create a Standing Committee for the Constitution Review. Caryn also felt that this would be a good idea. If this becomes a Standing Committee then that committee would be responsible to have an ongoing review of the Constitution. Andrea didn't feel it should be a Standing Committee. Andrea felt that this Constitution Review committee was discussed at the annual meeting so that members with experience in this area could get involved. Anne felt that if we open this committee up to the members they could make changes that may not work for the Board. Andrea said that it still has to go through the same approval process as any other amendments. Andrea feels that there may be some experts in the membership that might give this job some good input. They can find some untapped resources in the membership. Andrea does not want to limit this committee. Bernie feels that there may be a difference between the Constitution Review Committee and the Policy and Procedure and Standing Rules Committee. Anne does not feel that the members should make policy and procedure for the Board. Anne is worried that we will get a lot of different views from too many people. Andrea feels that it would be great to have a lot of input from different people. Laura still feels we need parameters in what the Constitution Review has to be. Andrea said that parameters will come from the chairman and the process with many different views from people who have experience with this. Barb felt that the Constitution Review Committee can be formed in years where we notice it needs to be adjusted to our growth. However, the Policies and Procedure Committee will be one that will work on a continuous basis. Ed added that the Constitution Review can be done by any members. However, if we are going to set up operating rules, policy and procedures and by laws, these should only come from Board members involved. Andrea feels that a Constitution Review committee can review each section of the Constitution at a time. Anne felt those instructions are too vague for the Constitution Review Committee and it needed more specific parameters. Caryn asked if the members would need to know how the Congress is run. Andrea felt that sometimes it's helpful for individuals to not have experience. Their input may be something that experienced individuals would not think of. Sandie felt that Open Committees should be for any member who wanted to join and Closed Committees have chosen Board members. The board should make a decision on how these committees should function; Open

or Closed. Anne feels that we have to decide if we are editing, cleaning and correcting punctuation, etc. or do we change the structure of the organization because the Constitution is the structure of the organization.

Unless we draw those lines clearly, we could potentially end up in a very chaotic situation. Andrea does not agree. Right now any member can form a group of people to rewrite a Constitution and submit it for a vote at the Annual Meeting for approval. She doesn't think that will happen, however, still feels the Constitution needs dusting off and review. Bernie asked if Andrea would be willing to take on the Constitution Review Committee. Andrea said she would be happy to chair the Constitution Review Committee as an Open Committee.

Motion: Anne Elwell moved that we form a separate Special Constitution Review Committee. This committee will review the Constitution for the purpose of making it a more clear and usable document. Andrea will chair the committee with special emphasis on cleaning up the election procedures. She will have the ability to form the membership of the committee as she deems appropriate.

Ed Hilgaertner Seconded

MOTION PASSED

VOTE: Unanimous

Motion: Andrea Barber moved that the Board form a Special Policies and Procedures Committee that Anne Elwell chair. She can chose members for the committee as she sees fit. Any Board member shall be allowed to join this committee if they choose.

Laura Benson, Seconded.

MOTION PASSED.

VOTE: Unanimous

Bernie suggested that we send a formal letter of congratulations to Will Covert for passing his International Judges exam. He is the first U.S. International Sport Judge. Bernie will write the letter and let the Board review it before sending it to Will and publishing it in the Quarterly.

Bernie would like to set the date for the Special meeting on the 2006 Youth Cup issue. Bernie felt that Katrin will be back in the U.S. by April 20th. He would like to have the meeting on Wednesday, April 25th. All agreed.

Next regular teleconferenced Board meeting is set for May 22nd, 2007.

Meeting adjourned at 10:56 eastern time.

USIHC Board of Directors Meeting
of May 29th, 2007

~Minutes~

Board Members present: Bernie Willis, Sandie Weaver, Ed Hilgaertner, Caryn Cantella, Barbara Riva, Anne Elwell, Andrea Barber, Katrin Sheehan, Laura Benson.

Regional Club observers: None

Secretary's Report: Barb Riva reports that she is still transcribing the Youth Cup Special Meeting minutes and hopes to have that done this week.

Treasurer's Report: Ed Hilgaertner reports there is a balance ending for April 30, 2007 of \$20,301.91. Current balance ending May 27th, 2007 is \$14,486.77. The expenses of approximately \$5,800 when to pay for the printing of the Quarterly and for the WC tryout judging and travel fees. Ed anticipates an additional \$3,000 should be coming in from the WC tryout fees and the remaining amount of approximately \$1,000 to come in during the month of June which normally represents some additional late membership fees. Our account is usually in the general vicinity of the \$20,000 amount for years and he feels that balance will remain as previous years have shown before. Ed reports that we typically get about a half dozen of late membership fees per month until about October when the new membership year approaches.

Ed also reports that he became a grandfather today. His youngest son and his wife named the new baby girl Katerina. The entire Board gave their congratulations.

Registrar's Report: Caryn Cantella has been on vacation, therefore, does not have access to the mail to give the financial information on the registry account. She will update that information at our next Board Meeting on June 19th, 2007. She has been in contact with Asta Covert who is our Registrar in Caryn's absence and all is going well with the registry. There haven't been any problems and Asta has also gotten all the horses for the Wisconsin evaluations entered into WF. Bernie said that Asta has been a pleasure to work with. He brought up the World Fengur entry procedures that were discussed last fall. Asta put together a little booklet and Bernie forwarded that to Katrin so the Breeding Committee is now up to date on that information.

Breeding Committee Report: Katrin Sheehan reports the Breed committee as voted to adopt FIRO. One committee member abstained, to members did not cast a vote and the rest voted in favor.

Katrin reported that the Breeding Committee had started some discussion of the Breeding Judge Proposal from the Education Committee. This subject has been on hold until the completion of the discussion and vote on FIRO. Katrin will bring that information back to the Breeding Committee and may have an update for our next Board Meeting on June 19th.

Anne asked if Lanny Carroll had contacted Katrin regarding the evaluation requirements for his stallions to be evaluated in Wisconsin. Katrin said that Lanny had never contacted him. Katrin felt that if Lanny does not contact her then she didn't see the need to contact

him. Barb Riva asked if Gudmar has talked to her regarding these stallions. Katrin said that Gudmar called her twice and she explained to him the procedures and that was it. Barb said that she thought Lanny was hoping Gudmar (his trainer) would be able to get the right information regarding this issue. Katrin said that the only thing that is missing for one of his stallions is the parentage of the father of his stallion and that should not be a problem since he is now in Germany and he has been tested already. Katrin said that she should be able to get the test results if we need it. Barb asked which stallion of Lanny's was missing the parentage information. Katrin misunderstood and said the stallion in Germany was As fra Feti. Barb clarified that she wondered which stallion of Lanny's needed this information, since he was evaluating two. Katrin did not know that. Barb thought that Lanny would be able to figure this out. Anne had talked to Gudmar regarding the feasibility of sending one or both of his stallions to the breeding show at the World Championships in Holland until after the Evaluations in Wisconsin. Katrin said that Lanny had told her that if the stallions do not make first prize, they will not be sent. Anne had heard that same decision through a conversation with Gudmar.

Katrin is currently in Iceland attending a breeding show and is finding it more than interesting.

Competition Committee Report: Katrin Sheehan reports that the committee has voted to adopt FIRO. The committee agreed that this new information should be given to all show organizers to inform them of the need to form an arbitration committee for every competition that would include one rider representative. This must be done before the show starts. This information should be added to the instructions and requirements to have a sanctioned show that is now presently on the web site.

Katrin Sheehan made a motion that the Board adopt FIRO for both the Breeding and sport competitions. Ed Hilgaertner felt that if both committees agreed then he felt we should also support that decision. Anne asked that the arbitration procedure should go up on the web site. This is something quite different than what they might be used to with other kinds of shows and she felt that it needs to be understood fully by show organizers. The more we can inundate people with this information, the more likely it will be understood. Anne also felt that we in the U.S. have a slightly different situation than what is experienced in Europe in that (as far as she knew) all the European shows are almost always pre-entered. Anne asked when the riders pick their representative at the European shows. Katrin said that it is done on the premises the day before the show. Anne said that would then work for our competitions as well. Katrin said that normally the show organizer will choose a rider representative no later than the morning the competition starts. Anne felt that most of the shows in the U.S. have a meeting the evening before the show with the judges and that would be a good opportunity to choose the rider's representative. Bernie then asked if there were any objections from the Board to adopting FIRO. There were none. Bernie said to let the minutes show that FIRO is now adopted.

Constitution Review Committee: Andrea Barber reports that the committee as just started its review of the Constitution. She has started an e-mail discussion list. Currently the individuals on this committee are Steve Barber, Rich Moore, Pat Moore, and Kari Pietsch-Wangard. Andrea asked if any of the group has suggestions of people who might want to join. This was a few weeks ago and she had only just now heard back from Rich. She hopes that this discussion will start to pick up sooner, rather than later.

Anne Elwell asked to be included in this committee. Anne felt that there is no one on the committee now that has any past history experience. She felt that might be helpful in the discussion. Andrea agreed to put Anne on the committee and the discussion list. Bernie asked if Andrea had a list of issues in the Constitution that may need work. Andrea said that, as in past Board discussions, she felt it was important to start with the Election Process information. Bernie said that he will e-mail her a list of current concerns that he has with the Constitution. Andrea said that if he would prefer to be on the Committee, she would be happy to get him listed. Bernie said that he trusts the current committee can handle the task but just want to be sure his current concerns were known.

Education Committee: Bernie reports that Alex Pregitzer, chairman of this committee has no report at this time.

Pleasure Riding Committee: Andrea Barber reports that Barb had sent the newly embroidered jackets to the winners of the 2006 Pleasure Riding Program today. Barb had the logo set up at a small embroidery shop near her home and had the jackets stitched and then mailed to the respective winners. Cost of the logo set up was \$250 and each jacket was embroidered at a price of \$10 each. Total expense for set up and embroidery was \$325.81 plus tax. Shipping via UPS was \$101.84. Andrea thanked Barb for handling this task.

The transition of the Pleasure Riding Committee from Amy Goddard to Andrea Barber is complete. Andrea changed the information on the web site and took over the e-mail committee discussion list. Andrea recently picked up all the paperwork and files from Amy and has been going through it slowly to review all the material. Andrea will have to order some new patches soon. Andrea is gearing up to the half-way point of the program where she will collect the member's logs to record the half-way score board. Ed asked how many people are involved with the program this year. Andrea did not have that information at that time; however, since she had taken over the committee, there are two new people. So whatever the number reported by Amy the last time she submitted a report, we should add two to that. She felt that there may have been about 70 people enrolled for 2007, but she was not completely sure. Ed thought that was also a close guess. Andrea is still having problems getting representatives from the Regional Clubs to be on the Pleasure Riders Program Committee. Andrea said that she continues to badger the regional clubs about because she feels that it is important because each Regional Club does have a Pleasure Rider(s) enrolled. So it would be great if we could get a representative from each regional club to be on the Pleasure Rider Committee. However, it still seems like a hard sell. Bernie asked if she had a representative from Alaska. Andrea said that she didn't believe so. Bernie will suggest someone for her. Andrea thanked Bernie. Barb asked if she had a Flugnir representative and Andrea said that she did.

Policy and Procedure Committee: Anne Elwell reports that she put together some various discussions we've had and from different ideas some books on the subject offered to see if she could come up with something that was simple and efficient with regard to making decisions. These compilations of ideas are as follows:

I've attempted to come up with some simple operating procedures that allow everyone the freedom to do their jobs, avoid micromanagement, satisfy the need for information

and feedback, maximize opportunities for discussion, assure that objections get attention, and reserve final discussion and decisions for Board meetings.

First of all, I would like to propose that we have a presumption of competence for all Board members in the exercise of their responsibilities. This means that there is no need for a Board member to come back to the Board for approval of decisions that that Board members deems advisable to get their job done. If a Board member wants feedback for any reason (he/she is new to the job, the job is a new one, there has been some controversy about the project, etc.) h or she obviously may seek it and some or all of us should provide that feedback. The operating principle should be that we are here to help each other not to second guess how each of us is doing their job. Of course presumptions are reputable. If we hear that Ed and Vicky are taking long week-ends in France once a month we might want to ask if there is anything unusual happening in the income or expense flow....

Formality in general....

All of the Roberts Rules books suggest, first of all, that small groups such as ours can be “deliberative assemblies” (where issues are discussed and decisions made) but that unlike larger groups which require starting out with formalized procedures and then relaxing them if possible, “you start off with more relaxed rules and only get formal if such a change becomes necessary.” (Dummies).

Typically relaxed rules include:

1. Motions don't have to be seconded.
2. People can speak as often as they can politely obtain the attention of the other members. “Motions to limit debate aren't in order and the Motion to Reconsider practically knows no limit.”
3. People can discuss things without a motion being on the floor.
4. The chairperson can make motions, participate in discussion and vote.

I thought the following in Dummies was interesting:

“One more thing about procedure in ...small boards that's exemplary of the relaxed rules available to these groups: A vote can be taken by assuming a motion even where none has been formally made, and it's abundantly clear that a particular decision is pending, that decision can be made by unanimous consent.”

“An example may help here. Suppose you've been talking about whether the fire truck you're recommending to the company commander should be a red fire truck or a white fire truck. Your [Board] is [on the phone] and you say, “The red one is cheaper. Besides, the white one will show more dirt.” Bill says, ‘Yeah, I like red fire trucks better anyway.’ The chairman then says, ‘Then I guess we go with the red fire truck. Any objections?’

“You've just decided to buy a red fire truck, or at least to recommend the purchase to your membership. Wasn't that easy”

Use of the E-mail List for Making Decisions.

All but one of the books was opposed to electronic meetings. All say that decisions made in electronic meetings are not legal unless your By-laws (Constitution) specifically provide for it. Only the author of the Idiot's Guide stated that such meetings are possible and she does not see them as desirous. The general negativity seems to rest on the horrendous difficulties in true deliberation (which is the *raison dieter* for groups and parliamentary procedure in the first place). The Idiot's Guide describes an organization of over 110,000 members which has no other way to conduct business and has an unbelievably elaborate procedure for conducting electronic meetings. The best comments I saw were in Webster's New World book on Roberts Rules:

“Meeting via e-mail or electronic chat room does not allow members to fully participate in the democratic process. Many organizations try this approach to meetings and find that it creates confusion rather than order. They have difficulty keeping order, having members understand where they are in the process, and getting business done.

“E-mail is a quick way to get announcements, agendas, committee reports, and minutes to members. However, e-mail is not always effective when used during a decision-making process. Some e-mails get read immediately, and some don't. Occasionally e-mail is not delivered to the proper recipient; sometimes it is not delivered at all.

“One problem with deciding an issue by e-mail is that members often respond to the remarks of one member at a time, instead of responding to all of them at once. Plus, two or more members may be typing a response at the same time, and if conflicting responses to an issue are sent simultaneously, it can be difficult to determine the response from which to work.

“Often the entire group becomes confused with who said what, who responded to what, and what was finally decided. As a result organizations must still have a standard meeting to get everything sorted out. What begins as a potential timesaver can result in wasting a lot of time. If the members were in a room together, they would all hear the discussion at the same time, know who is speaking and what side they are on, and know the outcome of a vote. Because there is not such order in electronic meetings, essential elements of democracy are sidestepped.”

It seems to me that our e-mail list has been extremely valuable for the following sorts of things:

1. Imparting information—,making and changing Board meeting dates, calendars, agendas, minutes, reports, FEIF news, and getting answers to questions (“Does anyone know the new address of so-and-so?”)

2. Introducing discussion—raising an issue to see what others think about it for whoever wishes to participate. This gives us a chance to think about something before we have to have a final discussion and vote. Given my inclination to obsess on the ultimate consequences of things, I find that this lead time gives me an opportunity to really turn something over in my mind and often points are made that I initially dismiss which end up being really important in my decision.

3. Vehicle for making simple time-sensitive decisions. Not everything needs discussion....

General Operating Procedures for Decisions

1. A request for feedback may be raised on the e-mail list by any of us who seek it. If it is a request for approval it can be framed as “Does anyone object to?... If no one raises a question or objects that is approval. If a question is raised and answered and the answer does not give rise to an objection the request is approved. Most of these are routine and do not need to be recorded. If it looks like something that should be recorded someone should make a motion which can be voted on at the next meeting.

2. If an objection is made by any of us a discussion should then take place but unless the objection is resolved in the course of that discussion the issue should be raised in the next Board meeting for discussion and decision.

3. Any Board member may raise something for discussion and decision at a Board meeting. If the decision is not unanimous a roll call vote should be taken.

Bernie would like to summarize and he feels basically there are three things addressed:

There is such things as a formal Roberts Rules of Order in that are needed in some situations. Generally it is appropriate to try to simplify Roberts Rules of Order and you have the simplified process outline. You address the use of e-mail for making decisions. Bernie asked if that was the basic areas that Anne was trying to address. Anne agreed. Bernie felt that with the size of our group and the way that we are able to operate, it seems to him that the less formal system can work for us. Anne feels that any other way will drown us in procedure. Bernie agreed. He said that at one time we had no procedure and then he tried to get a more formal procedure which turned out to be too formal. Bernie would like to hear the other board members opinions on this less formal procedure. Anne informed us that she did not come up with this procedure and these ideas were quoted from the books. Ed felt that he agreed with pretty much of what Anne wrote. He feels that we can all work with this typically relaxed procedure. In General the only thing we should do is title this and distribute a copy for all of the board members. In this way when a new member comes on the Board, they will have the procedure in hand to follow. Anne felt that this type of hand-book document should be done in many areas. Ed felt this was a good start. He would like to see Anne resummarize and title it to be distributed to the current Board members as well as new Board members being elected. Bernie asked if there were any contrary opinions to what

Ed suggested. Anne will summarize and condense to a procedure of making decisions on the Board and then get it to the Board to review. Bernie would like us to be able to come to an agreement on this via e-mail. Anne didn't have a problem with that.

Promotion Committee: Laura Benson reports that she is still frustrated with the e-mail situation between Barb (the past promotion committee chairman). Barb could not even open the attachment Laura sent her for the board meeting report. Laura will try to work this out when she is in Wisconsin for the evaluations there. Hopefully we can come up with a solution. A new member has joined the Promotion Committee, Heidi Green. Laura has also been working with Nancy Marie Brown to start a column in the quarterly to report events that promote the breed such as Equine Affair and the Horse World Expos. Individuals will have the opportunity to write their opinions and thoughts on these events. The committee is still discussing the congress brochure. The brochures from Iceland are starting to be too expensive to ship so we may have to revisit the issue of a Congress specific brochure. Andrea Barber asked if Laura knew if we could just have the brochure from Iceland printed here in the U.S. Andrea felt that we could at least get a quote as to how much that would cost. Bernie talked to Hulda about that and she was thinking it might be o.k. but was going to get back to Bernie about the copy write on the pictures in that brochure. However, he has not yet heard back from her. She did promise him one additional box and Katrin was going to try to carry it on her flight home. Katrin said that she actually has two boxes in her possession in Iceland that she can bring back with her. Caryn would like to have a supply of these brochures at her office for her and Asta to send to everyone who is new who owns and horses and is not a member. She has been asking for a year and a half now for new brochures or something that she can include the invitation letter she sends with the registration certificate. Katrin can bring one box to Wisconsin with her and Barb can forward some to Caryn. Katrin informed the Board that there are four boxes of these brochures in the U.S. and this is the last that we will get. Katrin informed Hulda that if there is an issue with the photos, we could just use the text and add our own photos. Andrea said that what would be easiest is if we could just get the file to print. Laura said that if we are going to use our own photos then we should just as well create our own brochure. Andrea agreed. Andrea again stated that if we can get the file to print the brochure it would be very easy to get a quote of a price to do that. Bernie had hoped there might be enough Board members at the Wisconsin Evaluation to have a face to face Board Meeting. So far only four board members will attend. All we would need is five board members. Bernie asked Anne to reconsider attending the evaluations in Wisconsin. Caryn asked that if we are going to use these brochures, will we also try to design a Congress brochure in the mean time. Laura felt that we should wait until we find out if we can print the brochure from Iceland before trying to design a Congress Brochure. Caryn asked if the Promotion committee can make this a top priority because she feels this is something that we really do need. Andrea and Anne agreed. Andrea felt that a simple tri-fold brochure that included a tear-off application form would be easiest and least expensive to design if we find we need to go that route. Katrin said that Iceland is coming up with a three-fold brochure as well in about a month. That will also be printed in high-volume and available to us. Hulda is checking on printing availability for us also. Caryn felt that we still need to having something that informs individuals about USIHC and what we have to offer members. Laura asked if we should then pursue a smaller, less expensive tri-fold brochure about USIHC. Andrea thought that would be a great idea. She felt it didn't have to be low quality since a nice quality brochure is very reasonable to print. Andrea felt that a brochure designed should include things about the Pleasure Riders Program, Regional

Clubs, the Registry, etc. with some nice photos with the tear-off application included. Andrea will get Laura a copy of the one that was designed for Tolt News so Laura can get a good idea of what she is talking about. Laura said that she already has one but would need someone to help her with the text to be included in the brochure. Anne Elwell agreed to work with Laura on that project. Bernie sensed Caryn's concern that the brochures from Iceland are all about the horse and there is nothing about the Congress or anything regarding information to contact or access Congress information. Caryn felt that Congress is here to educate the owners or perspective owners as to where they can get further information and support with regarding to registering. Bernie agreed that there is limited information in the brochure from Iceland and they need to be lead on to other information which is found through USIHC. Bernie felt that at the bare minimum, we should have the USIHC contact info inserted or placed on these brochures. Caryn asked if there is a place on the back of the brochures to place a sticker of USIHC information on it. Laura said there is and Andrea felt we could come up with a sticker to put on these and any other brochures we acquire from other sources. Laura will design a sticker with the Congress Logo with all the contact information to include the address, phone number and e-mail address. Bernie suggested she come up with a design and then bring it to the Board for approval before getting printed. Laura agreed. Andrea suggested that if this design works well for a sticker, that it could also be easily made into a magnet. Andrea will send Laura a j-peg of the Congress Logo.

Laura sent in the paperwork for the Equine Affair booth in Springfield, Massachusetts that Brian Puntin will be handling. She needs to have Ed send a check to Equine Affair. Laura will get that bill out to Ed to pay.

Regional Club Committee: Andrea Barber reported that basically everything has continued to be a quiet. They do have one request which came up today. They would like to see the agenda up on the web site by the Friday before the board meeting so Andrea has time to get the Regional Club representatives included in the meeting on time.

Ed felt that we needed to come to some kind of closure with regard to the 'Insurance for All' issue. Bernie agreed and he felt that Andrea should update the regional clubs that his research proved that it would be more expensive to go through the Congress. Bernie suggested that Andrea ask for more suggestions from the Regional Clubs. A problem arises because insurance companies only are licensed for certain states. He has found that insurance laws vary from state to state and that is why some insurance companies may not overlap to other states. Andrea will continue the research on the insurance issue with Congress and the Regional Clubs.

Quarterly Committee: Anne Elwell has no report at this time.

Web Site Committee: Katrin Sheehan reports that the Committee is currently discussing a new layout for the web site. Mark and Alice will be coming up with a price to produce a newly designed web site. Katrin would like to open this up to other individuals to quote a price on this task. Caryn Cantella asked if Mark and Alice are offering to do this for a certain price. Katrin said that Mark and Alice do this for a living and they would give the Congress a very reasonable price for designing a new web site. However, they have not yet come up with a rate. Caryn asked if she was sure Mark and Alice were not volunteering this service. Karen said no, they were not. Andrea suggested that we also

contact Rebecca Bing who also designs web sites. Andrea really liked her designs and said that she designed the North East Icelandic Horse Club site. Andrea felt it might be worth getting other quotes. Katrin said she had planned to get an estimate from Mark and Alice and then get additional quotes from that point. Andrea will give Katrin Rebecca's contact information. Katrin said that she already has that information. Caryn added that so Katrin has some base to compare, Asta designed the current site and her price was billed at \$20 per hour. Andrea felt that while redesigning the site is great, she still feels the bulletin board still does not get the attention it needs. She feels the old information needs to be cleared out on a more regular basis. Bernie suggested that Andrea take over that task. Katrin said that Asta has complete control of the web site and as soon as Asta gets the information it is put on the web site that minute. Andrea agreed but she felt the old information needs to be moved off of the bulletin board sooner. Katrin asked if the Board could come up with a rule that would require that old information should be taken off. Andrea said that we had done this twice already and it still isn't being implemented which is why Andrea continues to bring it up. Katrin is the new liaison to the committee and did not know what that time frame was. Andrea said that she will find the minutes that indicated that time frame and let Katrin know. Katrin said that she could probably find it herself if it was in the previous meeting minutes. Andrea said that this decision was made before Katrin was on the committee but Mark Peal should know what that time frame was. Andrea said that since he is the chairman of the web site committee, he should be doing this. Bernie asked if Andrea had an idea of what that time frame was and she thought it might be two months. She said all they had to do is review the bulletin board every two months and clean out or file old information. Katrin asked if the information to be filed must go into each pertaining committee page. Andrea agreed. Katrin will contact Mark and go over that information and take care of that.

Youth Committee Report: Sandie reports that the Spaejari Award deadline is Wednesday, May 28th, 2007. Steve Barber is having trouble with printing the cover of the coloring book so Iceland will resend the file.

OLD BUSINESS:

Anne Elwell: Youth Cup Panel Update: Anne reports that there is still no progress on the exit interviews. Eileen sent John Parks a long e-mail on May 6th and 8th. He had been very busy in trial and had since also broken his leg. He agreed that the exit interviews need to be done, but Eileen never seems to get a response from him. Eileen will be contacting all the parents due to the lack of response from John Parks. Anne did her draft letter to the Board and is waiting for the minutes to be approved. Caryn reminded the Board that the Constitution states that the minutes must be done within 21 days of the Board Meeting. Bernie felt that they typically should be done by the next meeting. Caryn suggested that this might be something we may want to review when going through the Constitution.

NEW BUSINESS:

World Championship Team: Leadership, captain, team spirit, etc. Katrin informed the Board that this issue has been completely researched, discussed and there is no longer any concern.

Annual Meeting 2008: Katrin Sheehan reports that she has not contacted the Dallas hotel since their last discussion in March. Her apologies to the Board. She had hoped to try to contact them today; however, her schedule did not allow the time to make that call. She is, however, researching possibilities to make the annual meeting more interesting to try to get more members to attend. She has gotten a fair amount of input from an Icelandic Horse discussion list and privately as to what people would like offered in the line of short seminars or short lectures by interesting people to make the whole annual meeting more worthwhile to people who would rather not listen to reports for the entire day. Bernie remembered that the Forum discussion was a very hot topic and this would be worth pursuing.

Proposal for the different groups ridden in the open classes submitted by Heidi Kline at sanctioned shows. This item was missed on this agenda, however, it was on the agenda when Katrin was out of the country and she would like to address it now. Here is the vote for the proposal I sent you the other day regarding the change to Open Classes.

Heidi Kline submitted this proposal: I would like to make a change to the sanctioned class list. Currently we have open classes available as an individual or a group class. Because the difficulty level is higher for an individual program I would like to propose that we also use the FIPO classes which are ridden exactly the same but are ridden in a group rather than as an individual performance. Then either one could be offered to meet the requirements of open classes at a sanctioned show.

That would mean:

T1 (Individual) or
T3 (Group)

V1 (Individual) or
V2 (Group)

F1 (Individual) or
F2 (Group)

All of the other classes would remain the same. This only applies to open classes. This would all be in preparation for the high point system to come at a later date. To compare individual programs to group classes is not the same thing at all. Group classes have the speaker to tell them when to change gait and what gait they must ride next with a leeway of time to make the change. Individual programs must be much more precise to receive the same scores. The judge also sees all of the rider's program as opposed to only a part because he/she was watching another rider.

To me there is no down side to this change. There are still classes for everyone at the sanctioned shows. The riders choosing to ride individual programs will be in a more difficult group and be rewarded for it with the new Nat'l Program that is being worked on as we speak.

12 out of 19 members voted yes and 7 did not vote at all. There were no objections of any kind. Please have the board look this over and approve the change.

Andrea Barber

yes

Anne Ellwell	yes
Anne Marie Martin	yes
Asta Covert	yes
Bernie Willis	yes
Caryn Cantella	yes
David Kline	yes
Heidi Kline	yes
Martina Gates	yes
Sophie Katakozinos	yes
Steve Barber	yes
Will Covert	yes

Bernie was glad that she mentioned this because it was not on the agenda for this meeting. Katrin did ask to save it for this meeting and that was verified. By changing these classes to their descriptions in FIPO, it will make the proposed High Point System easier to record. Bernie asked for a clarification on the Loose Rein individual program which really is never ridden individually. Katrin agreed. Barb asked for further clarification. She used T-1 and T3 as an example and asked if they will be considered basically the same class and going to be classified as the same class. Katrin said no. They are not the same class because T-1 is harder to ride than T-3 because T-1 is individual and an individual program has to be ridden much more perfectly than in a group performance. In a group performance you are waiting for the announcer to tell you when to change gait or when to change direction. She also said that in a group the judges are looking at three people on the track and cannot possibly catch all faults whereas in the individual program, the judge is focused only on one rider. Barb said she agreed with Katrin's explanation but wanted to be sure. Bernie verified that there will be a high point award giving to these individual classes and not grouped as the same class. Katrin agreed. Katrin said that the High Point System is going to be a whole different issue coming up in the near future, however, in order for the committee to complete that program, they need this to be addressed and voted on. Bernie asked Katrin's recommendation. She felt that any move to follow FIPO makes sense and makes it very clear. She feels that in just a few years people will be referring to these classes by their designated number rather than calling them "individual programs" as a classification anymore. Anne felt this made sense, however, it will require some small revising to our competition rules. Bernie asked if we adopt the name change could we hold off on the competition rules revision until they come up with the High Point Program which would then necessitate the name change. Anne felt that the revision of the competition rules would be very easy, it's just that the editing out of certain things where we talk about groups and individuals. Anne offered to take a look at it and didn't think it was going to be a big deal and she felt it would make sense to do it all at once. Katrin felt that Heidi would be able to make those revisions in a very short period of time. Anne agreed. Bernie asked if she needed us to act on this name change before she can come up with this High Point System. Katrin said yes because the High Point System is based on the FIPO classes. Anne suggested that we say something along the lines of: yes, we approve of this happening but before we give final approval, Heidi has to come back to the Board with the revised competition rules for us to review. Ed agreed as did Katrin. Katrin asked if we could decide on that via e-mail. She said the High Point Program is just about ready to go and they would like to implement it as soon as possible. Anne felt that wouldn't be a problem. Bernie wanted to make sure there were no objections to this class name change for now. We can go over the High Point System when it becomes available to us.

Anne Elwell: Anne will try to get a draft of the member's survey done. The items discussed are in the last board meeting minutes. Sandie asked why we will be drafting a survey to the members. Anne explained that it would give us a good idea of what the members would like from us.

Bernie Willis: As per Article IV, section 2 of the USIHC Constitution, Bernie has appointed Doug Smith, Gail Smith and Annette Coulon as the election committee for 2008. They will contact Martina for material that may be left from the 2007 election and still usable for 2008.

Meeting adjourned at 9:47 pm

USIHC BOARD OF DIRECTORS MEETING
~Minutes of June 19th, 2007~

Board Members Present: Bernie Willis, Sandie Weaver, Caryn Cantella, Ed Hilgaertner, Barbara Riva, Anne Elwell, Andrea Barber, Katrin Sheehan and Laura Benson

Regional Club observers: None

Secretary's Report (Barbara Riva): The minutes of the Board Meeting of May 29, 2007 were submitted and approved after a few corrections. The minutes of the Special Meeting for the Youth Cup issue were approved via e-mail.

Treasurer's Report (Ed Hilgaertner): The May 2007 beginning balance was \$14,486.77. The May 2007 ending balance was \$15,386.48. So far in June, Ed reports that he had deposited about \$4,500, however, has written checks for approximately \$4,800. The balance in the account seems to stay right around \$15,000. This week Ed received two checked returned. One was returned for insufficient fund in the amount of \$50 to pay for an ad in the Quarterly, the other was returned because it was written from a closed account in the amount of \$15 for the pleasure riding program. Ed reports that this seldom happens and he will be contacting these individuals regard these returned checks and is confident that they will be resolved and made good. Andrea offered to e-mail or call these individuals; however, Ed offered to take care of it on his own. He felt it was minor at this point. Bernie asked Ed how this figure of \$15,000 compares with previous years. Ed did not have that information at hand. Bernie said that he was just curious. Barb remembered that at the last meeting, Ed had reported the balance generally stays right around \$20,000 so if that was the case, then our account is running a little bit lower then in the past. Ed agreed that if that was what he reported. Barb asked if he had received all the income and expense information from the World Championship tryouts from May. Ed said that he had. Caryn said that she had received all the checks from the World Championship tryouts of which she deposited to her Registry Account. She felt that there was some confusion on Heidi Kline's (Competition Committee Chairman) part as to who gets these funds. Caryn asked if Ed had paid for the judges expenses for this event. Ed was also under the impression that he had gotten all the funds collected from the World Championship Tryouts. Caryn had been on vacation during this event and she said she would verify this information and report back. Ed said he received \$3,000 for this event and his records show that he deposited that amount in the Congress account that he manages. Ed told Bernie that he does not have specific information regarding balances as of June of 2006. Bernie asked that if he ran across that information, he would be curious as to how it compares to this year. He would like to see how the account does year-to-year and felt that big picture held important information. Ed said that he has it but not handy at the very moment. Caryn said she would review all her deposits and if she found any thing that should have gone to Ed; she will transfer it to the other account.

Registrar's Report (Caryn Cantella):

The balance in the Registry Account as of today is \$67,544.07. Caryn Reports that the work that Asta has been doing with the Registry is going along great. There have been no complaints and all the work seems to be getting done in a very timely fashion. Katrin commented that her efficiency makes everyone look bad. Caryn continues to work on the completion of getting the remaining horses on World Fengur.

Competition Committee Report (Katrin Sheehan): National Ranking system has been proposed to the Board and everyone had verified they had reviewed it. Katrin asked if it made

sense to everybody or if anyone of the Board Members had questions. Bernie asked if Katrin could summarize the National Ranking System that is proposed. Katrin explained that this is a system to keep track of the high scores of those competitors in the nation. It keeps track of how well the rider performs. The system doesn't take into consideration the individual horse but rather the rider's scores no matter what horse they are competing on. For example a rider can compete on three different horses in the same category and those results can be averaged together. The ranking will be done in all classifications, be it the high ranking classes such as the T-1 or V-1 or F-1 or T-2, or for Intermediate, Novice or Youth classes. Anne assumed this system would rate the horse and rider combination. Katrin said that was not the case. The system only tracks the Rider and not the Horse and Rider combination. Anne asked then if somebody had a very good horse, the scores they get with that particularly good horse will be averaged with a either a not-so-good horse or young horse and will lower that ranking score. She asked Katrin if she felt the riders would hesitate to enter those classes with any horse other than the very good horse for fear it would lower their ranking score. Katrin said no because they would still have good scores with their other horse. Anne said that the riders wouldn't know that if they were averaging all the scores together. Katrin explained that only the best scores are averaged. Katrin said that the ranking system takes the two best scores and average those two. So if a rider has 16 scores, only the top two are averaged. Bernie felt that in this way, the riders are not jeopardizing their scores by using a new horse. Katrin agreed. Katrin explained that if someone uses a new horse they usually go into a T-5 class and that horse can rank there. She felt that it doesn't put the rider in a bad position if they have one horse that scores well and another that really does not. Anne asked Katrin if other countries score the horse and rider combination in their national ranking system. Katrin said no; only the rider is ranked no matter what horse is ridden. Katrin checked the World Ranking web site and verified that only the rider's scores are ranked. She used T-1 as an example. She found Johan R. Skolason with an average of 8.633 and then it lists the country he ranked this score. Then going to the World Competition his score was 8.80 and in Denmark he scored 8.60 and in Germany he scored 8.50. Those scores are determined from his six high scores in a two year range with his average of 8.633. In his case that was all on the same horse, however, it doesn't have to be. Katrin uses another example of Hulda Gustavsdottir in third place. She only rode in Iceland and her score was 8.23 with a mare, 8.23 with a mare and then 8.17 with a different horse. Anne asked then if they were riding two horses and one was much better than the other, that rider's scores would be brought down by the second horse. Katrin said no. Anne said that didn't make sense since we are only averaging the top two scores. Caryn then verified that Anne was using an example that if a rider only used those two horses, then yes, the score would be compromised by the second horse. However, Katrin said that if, in a two year range, you only ride the one horse in one class of one competition, then the score would not qualify because there would not be a second score to average. Anne understood, however, Caryn said that Anne's example was that if one year she takes her good horse and the next year she doesn't take that good horse but rides a different horse that is not as good but wants to have experience. If we use that scenario, then the score will be compromised by the use of that second horse. Katrin said the answer to that would be yes. However, she is sure riders could write a letter or e-mail to the committee and tell them that they did not want to participate in the program. Laura asked if she meant that a rider could ask to be taken off the program for each individual horse or class. Katrin said no, she thought one could ask not to be included in the program overall. Barb asked Katrin if horses had to be pre-registered for this program. Katrin said no, that generally there may be some competitors that say they do not want to participate in this program at all or have their scores listed on the web site. She felt that option should probably be given. Katrin used herself as an example saying that she usually takes only one horse to compete in a year and if she has good results in that year. If in the next year, she competes on a different horse that does not perform as well, then her two

year average will be less than if she would have taken the better horse the second year to compete with. However, if she would be more competitive and wanted to be in the high ranking system and show the world how good of a rider she and possibly be the National High Ranked rider then she would take her good horse. Caryn added that she could also take two horses to a competition. Anne said that she had hoped this system would fulfill a goal that now is not going to. Anne thought it would be ranked as a horse and rider combination and then riders would have an assessment of how they had improved from year to year. This will not happen because the averages do not follow the combination of horse and rider but only the rider for the two years. The only way Anne felt she could accomplish her goal was to ride in two different categories with her two different horses. Katrin agreed. Katrin explained that each category will have the ranking system in it with regard to the high open classes, the intermediate classes, the novice class and the youth classes. In looking at the web site Bernie explained that it shows individual results for horses as well as riders. Our ranking system does not offer that now but maybe it could at some time in the future. Barb asked if the Competition Committee discussed the possibility of this system deterring people from competing in some situations. Anne asked how Barb thought it would do that. Barb felt that since it only follows the rider's score, the rider will only enter those classes they can excel in with their best horse and not any other of their horse because they do not want to jeopardize their average score. With the way the ranking system works, Barb felt it would deter riders from entering more horses in more classes. Katrin said that the ranking system is really meant to trigger more competitiveness in the U.S. and to get people to go to more competitions. Katrin said that she didn't think that anyone thought that people would shy away from competing. Most of the people in the Competition Committee are sport riders and want to see more competitions and more activity in sport. Barb said that from a show organizer's stand point she felt we are always just riding the wire on the expenses of these events. Often times show organizers end up bleeding financially in some areas that we didn't expect and she did not want to see something like this go into affect that may deter the possibility of more income to pay for these events. Katrin agreed and said that maybe there should be a possibility where riders can say they want to ride in the competition but do not want to participate in the ranking system for that particular event. Katrin didn't know how to solve that problem but she will ask the Competition committee for discussion on it. Barb asked that maybe the sport committee can come up with some kind of official sanctioned show registration form where there would be some kind of indication or box that they could check to indicate whether they want to participate in the ranking system for that event or not. Anne agreed that this could be placed on the competition registration form. Barb said that there is an organization in the Midwest area called Tri-State that will send registration forms out to their competitors at the start of every new year that gives the riders the opportunity to register the horses they want to be included in the ranking system where they can win special premiums, however, that registration requires a fee for each horse registered. Katrin said that the Dressage forum has the same system. Riders are included in certain regions where the points are recorded and then allows high ranking individuals to attend the national competition. If riders chose not to register for this system, nothing is changed. They can still compete but their scores are not recorded and they are not considered for the national competition. Barb felt that the organization had a deadline for registration but she wasn't sure. Ed asked that if we adopt the USIHC National Ranking system, will it be voluntary for the participants. Katrin felt that riders should have the option to enter this ranking system or not. Laura felt that this option would be a good idea because professionals sometimes have to show client's horses that may not have the training they need to score well. This would then also jeopardize the rider's score. Ed said that if this proposed ranking system is voluntary, then he thinks it is fine. Anne agreed. Caryn asked if all the scores will be shown and where they rank or are only the top ranking person who gets the award going to be made visible. Katrin said that all riders will be recorded and made visible on the web site. Ed again said that it

is a fine program as long as it's voluntary. Barb agreed. Bernie said that the Board has the power to accept this as it is and add to it the option to be included or not. He also said that we should ask the designers of this program to come up with a separate program that will track the horse's scores. Katrin said that she would take that to the Competition committee for further discussion. Bernie has been looking over the program that tracks the horses on the FEIF web site and finds it interesting. Katrin explained that while FEIF tracks the horse's scores they do not get an award for high score. She felt that if we give out award to riders and horses we have to try to find a way to finance them. Bernie felt that for now we should rank the rider and keep the other ranking system for information purposes only. Bernie asked if there were any objections to the current ranking system as proposed with these few items added. Anne felt it sounded fine and said that David Kline did a wonderful job on the program and Laura and Katrin agreed. Bernie found a discrepancy in the written document as to the presentation of the awards. In one sentence it says they will be given at the annual meeting and in another paragraph it indicates that the awards must be presented in 14 days. Katrin said that the award would be given within 14 days of the announcement of the winners. Bernie said that it still does not make sense to him. Katrin thought about it again and felt that possibly 14 days is not enough time to have the plaque made and engraved. Barb felt that a deadline was too constrictive. Bernie was thinking the awards could be presented at the Annual Meeting. Barb and Anne thought that would be a better idea. Barb said that if for some reason one or more of the winners could not attend the annual meeting, then they could appoint someone to accept it for them in their place. Caryn also added that it could be announced and awarded at the annual meeting and then mailed if the recipient could not attend. Bernie asked Katrin if she could bring this up to the committee to make it clearer. Katrin agreed. In ending, Bernie verified that the Board accepted the High Ranking system with some additions. Barb had an unrelated question on the sport committee. She noticed that the World Championship Team has a sponsorship of the Boett Blanket. She asked if this was brought to the committee and approved. Barb thought that in the past, sponsorships were very tightly regulated. Katrin said that Astund had sponsored the team in the past years. Asta was in Iceland and had chosen a sweat suit for the team from Astund and they will then put the words "Team USA" on the back. Katrin said that there is now a second sponsorship from Boett Blanket Company brought it by Heidi and David Kline who are now the U.S. dealers for the sale of Boett products. Boett will give each rider on the team a Boett Blanket to use during the World Championship. Top Reiter has offered to sponsor the team also; however, Heidi wanted to give Astund a chance to complete their sponsorship first before giving this opportunity to Top Reiter. So there has not been a decision as to what Top Reiter will do with their sponsorship of the U.S. Team.

Breeding Committee Report (Katrin Sheehan):

Flugnir Evaluation went well and everyone that she talked to was happy with the event. However, Katrin felt that not everyone told her what they really think all the time. Katrin asked Barb what kind of response she had gotten from participants. Barb said that she did sit down with a few of the riders and while they had a few issues with the judging, they were not screaming about them and it seemed to work itself out in the end after the evaluation process was completed. For the most part, she felt everyone was happy and content with their scores from what she had heard. As Katrin said, sometimes we do not get the full truth because individuals might be reluctant to hurt feelings. Katrin said that there was one issue where Gudmar has one horse too many to ride. It is not allowed in evaluations to ride alone on the second day and it is also not allowed to have a replacement or 'dummy' horse on the track. One person who had a horse at the farm offered to ride on the track so Gudmar could show both of the horses, however, that was not allowed. The only option was to find another rider to ride Gudmar's extra horse. Laura Benson jumped in to help in this situation and ride the other horse. As it turned out, the

score of the horse Laura rode was improved. There are also issues where some riders have to jump quickly from one horse to show another because of the minimal amount of riders showing. These horses are grouped together on the second day by their ranking of the day before and the readability. Laura felt it all worked well. She was helping to warm up the horses to be shown by Gudmar and the judges were very accommodating and no pressure was put on to stay on schedule. Katrin felt that, unlike sport competitions, there is much less stress at evaluations with regard to keeping on schedule. Katrin has a few issues personally because this was her first time as USIHC representative at evaluations. She felt that next time it will be much easier since the Breeding Committee will have their Evaluation Handbook completed. The certificates are printed out from World Fengur directly and unfortunately they have our title incorrectly printed as 'United Icelandic Horse Congress'. Asta has written them a request for to correct that and will also ask them to put our logo on the certificate. Katrin has the certificate that Germany gives out for the Young Horse Evaluation. She is currently working with Asta on redesigning these for USIHC so they can be distributed at the evaluation. Bernie was intern judging at the Wisconsin Evaluation and was very please with the way the event proceeded.

Constitution Review Committee Report (Andrea Barber):

Andrea reports that this committee is moving along. Bernie had sent his concerns that he hoped the committee would review. The committee is going over them now starting with the election issues. The latest report is that Kari Wangard was going to draft some language regarding the timing of the election. At this time she is busy with the Evaluations, however, hopes to get that to the committee in a week or two.

Education Committee Report (Bernie Willis):

Presented by Alex Pregitzer:

The Education committee is working on the following projects -

1. breeding judges' education
2. sports judges' education
3. riding badge manual for theory classes
4. intern judges forms and cards
5. international Trainer C

1. Breeding judges' education

The committee had made a proposal that was presented to the Board in April. At this time, no plans yet for a seminar for interested students but we will pursue that idea.

2. sports judges' education

the original proposal was changed after the annual Dallas meeting and presented to the Board in April. At the meeting, some changes were discussed and Bernie had committed to make those changes and to email the corrected version to the Board.

Then next intern judge seminar will be offered at Winterhorse Park before Flugnirkeppni in the end of August. Instructor will be Marlise Grimm.

3. riding badge manual

due to lack of books / material that students can use to study in addition to theory lessons, we decided that the education committee will have to produce our own manual which will provide the most basic knowledge. Bernie, Katrin and Alex as well as Susanna have volunteered to work on this manual. The manual was started but it is an extremely time consuming project that will take some time before being finished. We are positive that we will be able to get more help and have some people that already offered their help.

The Flugnir Club will be hosting a youth and kids camp in July where the teaching will be based on the riding badge and an examine for the participants will be offered this upcoming fall.

4. intern judges forms and cards

The committee is working on suggestions for those

5. international Trainer C

Marlise Grimm will offer a first international Trainer C seminar at her farm this August. The seminar will be in English and I am working on a translation of the sign up form and requirements so that interested students have access to those. As soon as we have more detailed information translated available, this information should be made accessible for all of our members as we hope, this will just be the beginning of a series of international trainer's seminars.

Laura Benson has asked Bernie if this committee could use some help. She has conducted a number of riding badge programs and will be happy to help with this program. Bernie will be sure she gets on the committee with Alex. Katrin offered to send Alex's e-mail address so Laura can get on the committee. Laura would like to get this program moving a little better.

Pleasure Riding Committee Report (Andrea Barber):

Andrea reports that the Pleasure Riding is going as planned. She had received two more applications and those checks are on the way to Ed.

Policy and Procedure Committee Report (Anne Elwell):

Anne Elwell asked if the Board members had a change to review what she had sent via e-mail. Anne drew up a letter that would be sent to every election committee to read as follows:

Congratulations on your appointment to this year's Election Committee. The appointment is a recognition of not only your long involvement with the Congress but your personal reputations for organization and thoroughness in the many projects you have undertaken.

In order to provide guidance and consistency, the Board has approved several documents to be used by you in conducting the election. They include

1. Notice of Election
2. Ballot
3. Envelope
4. Membership slip
- 5.
- 6.
- 7.

The requirements of the election process are set forth in the USIHC Constitution. The Constitution is a governing document of the organization which means that it cannot be changed without notice to the membership and a two-thirds vote. Therefore, the sections relevant to the election process must be followed without deviation.

The entire Constitution may be found on the USIHC website. The following sections are relevant to the election process:

Article III—Membership

Section 1: There shall be three classes of membership:

- (a) Individual Membership: Shall consist of natural persons residing in the U.S. or owning a horse in the U.S., including their island states and territories. Each individual member shall have one vote.
- (b) Junior Membership: Shall consist of natural persons residing in the U.S. including their island states and territories. They may participate in all activities but may not vote.
- (c) Family Membership: Shall consist of up to two adults and their children under the age of 18 years residing in the same household. Each of the two adults shall have one vote.

Article IV—Voting and Elections

Section 1: Each individual adult member is entitled to one vote for elections. Voting for elections will be accomplished by secret ballot. Mail-in ballots will be provided with instructions subsequent to the Notice of Elections....

Section 2: The President of the USIHC shall appoint the members of an election committee at least six months prior to an election. The Committee shall have no less than three members and no more than seven, all of whom shall be members in good standing with the USIHC. Members of the Board of Directors and candidates for election, as well as members of their immediate family, may not serve on the election committee. The election committee shall

- (a) elect its own chairperson
- (b) Notify the membership of elections by December 1st
- (c) Accept nominations until January 1st.
- (d) Prepare and mail out ballots to all members by January 15th.
- (e) Accept voted ballots until February 28th.
- (f) Count ballots with a majority of the election committee present at a location of their choosing.
- (g) Announce election results by March 7th.

Article VII—Board of Directors

Section 3: Nominations shall be in writing and signed by the Nominator and two Seconders, all of whom shall be Individual Members of the Congress and not of the immediately family of the Nominee, as well as the Nominee, who shall also be an Individual Member of the Congress. Unless a Director declines to run for re-election, he or she shall be deemed nominated for re-election.

Section 4: No two Directors may be elected from the same family.

Mailing labels will be provided to you by _____ prior to the December 1st deadline. These labels will include all those deemed eligible to vote, pursuant to Article III of the Constitution. The only determination regarding membership that will have to be made by you is during your review of the nominations. Please review the definition of an Individual Member set forth in Section III above. In the event of a Nominee, Nominator, or Secunder being someone

not resident in the U.S., that person shall be required to provide proof that he or she is the recorded owner of a horse located in the U.S.

Should you be unclear at any point about the requirements of the Constitution, please contact the USIHC President about your concern before moving forward.

Anne runs through some of the finer points of interest in the letter. Anne said that with this letter we will include a copy of all the documents. The letter above quotes every requirement that is stated in the Constitution that pertains to the election process. Anne felt that last year it looked as though the committee started out being aware of the Constitution and then it seemed to get hazy. In Anne's letter, she felt by laying it out in this letter, we help prevent this from happening again. Bernie also indicated that the individuals who are on the election committee this year set their own work schedule and can be a bit flexible to accommodate our date requirements. Anne felt that since we have a different election committee every year, we needed something that was a generic package that could go out to everybody. At the end of the letter, Anne indicated that they must contact the President of USIHC with any points that they might misunderstand. Bernie asked about the mailing label paragraph. Anne reminded us that we had a problem with the definition of membership and that in order to vote the member had to be a resident in the U.S. or have to own a horse in the U.S. The Constitution Committee should really take up the issue of whether or not we want to continue that or not. It was useful at one time but she doesn't feel it is useful any longer. Anne felt this was an issue the Constitution Committee should review. Andrea verified that this issue is on their list of items to review. Anne said that as of right now, we have to work with the Constitution as it reads and she didn't feel that this is something her committee should wrestle with. She felt the Board should figure out how to deal with this issue. Anne said the election committee should not have to figure out if members are eligible to vote or not. We as a Board should decide that. The easiest way for us to decide this is for the Board to provide the election committee with mailing labels of those who actually are eligible. Caryn said that she did create a voting board list mailing label and individual list because that was requested by the election committee. She ran into a problem last year and in order to fix it but accidentally pushed the wrong button and then provided Martina with an incorrect list that came from the Quarterly mailing list. Caryn said that we do now have mailing lists for eligible voters. She does not believe that they include foreign addresses but she will check further into this. Anne said that is exactly what we need to check now. Caryn said that it now each family member is listed separately so each family that has two adults in it will each get an election ballot. It's not sent where a family automatically gets two ballots in one envelope. Each member of the family will get their own ballot. Caryn said there are about five youth individual members and the only way they can get the Quarterly is if we manual mail it to them. Caryn has the ability to put the work 'Youth' next to their name so they know not to mail ballots to them. Anne asked if there is a place we can list the ages of kids. Caryn said it is only listed in the data base and only if that information is submitted on the application. At times they do not fill it out. Occasionally, as in the girl from Germany who is now on our World Championship Team, she wrote in that she was a junior and it turned out that she was not a junior by U.S. standards. Occasionally, she will get someone who pays the full adult membership but they are actually considered youth, then there is no way of finding out that information. So there are a few incidents like this that would allow ballots to sneak by that would not technically be valid voters. Caryn felt that 90 % of the members fill out the complete membership application so the proper information is in the data base. Anne asked if there is any way of knowing when a kid turns 18 and they become an adult member. Caryn said no but Doug has this issue taken care of on the on-line membership application by asking the date of birth rather than the age. Anne assumed that they would qualify as a junior member if they turned 18 during the year of membership. Caryn said that it is

different within FEIF and thought Sandie might have the information. Sandie said that Bernie could probably explain it to us. Bernie said the age is considered by the calendar year. Sandie gave an example: If a member turned 18 on Dec. 29th, she would be two days too old to go to a second youth FEIF cup event. Caryn said that Anne is correct in assuming that as of January 21st if you are 17 years old you would be considered a youth member throughout the entire year. Bernie said that is correct. Anne asked that if we took this position we would be following FEIF guidelines with this issue. Ed agreed. However, Katrin said that she felt we were incorrect. She thought that if a person is 17 years old on January 1st, and you turn 18 later that year, FEIF considers you 18 the whole year. Anne thought it was the opposite. Katrin said it is not. She said that this goes with eligibility for sport classes. FEIF says that if you turn 16 during the calendar year, which is the last year you are allowed to compete in the youth category. If you turn 21 in that calendar year it is the last year you are eligible to compete as a young rider. Anne asked Katrin to find the rule so it can be made completely clear. Katrin will find this rule and e-mail it to the Board so we can review it. Katrin agreed. Anne felt we should follow whatever the FEIF rule is. Bernie had a question as to the blank in the sentence as to who will provide the mailing labels. Currently Caryn said that she provides the mailing labels but everything should be on the web site before the next election and Ed will be able to access that information. Anne said that we should say 'Mailing labels will be provided to you by the Board of Directors...'

Caryn had another issue to address. What she typically does is after the ballots go out in December, but as people join up to a certain time the committee tells her, she will continue to send them names until the committee tells her to stop. This is indicated by a certain date that they have time to receive them back. Bernie said therein lies the problem. Anne felt this was incorrect. Caryn says that the Constitution says if we send out a mailing list for the end of December, that doesn't mean all those people have renewed their membership by the time that list of mailing labels goes out to the elections committee. Ed felt this was a problem Caryn said that when the committee is ready to count the votes, she sends them a current voting list that they check the ballots to. This is the procedure that Caryn has followed for the last two years but may need review. Both Mark and Martina would then hand send those ballots out to members who missed after January. Caryn asked that if someone is a new member after January and the elections aren't until February, isn't that member allowed to vote in that year? Anne said that is what we must decide. Bernie said that he is comfortable with sending notices to members on the first of December and those are the people who get to vote for that year. Barb agreed. She felt that we need to be a little stricter about this. There seems to be this foggy line about who is a member and who is not and who is allowed to vote and who is not. Bernie felt that if you are not a member by the first of December then you wait until next time to vote. Caryn felt that most people maybe were waiting to join the first of the year to become a member. Andrea would not want to put a cut off date as of December 1st because we allow some time during the new year before the membership laps. Anne said that clause was dropped from the rules on March 31st. Andrea is uncomfortable saying December 1st. Sandie agrees because so many people are busy with the holidays, vacations and Christmas. Caryn felt that they were saying if you were a member in 2006, you vote for 2007. But if you become a member in 2007 in January, then you don't get to vote for 2007. Anne and Bernie agreed. Andrea asked to verify. She asked if Caryn meant to say if someone is a member for the prior year, then you get to vote. Caryn said yes. Andrea then posed this scenario; What if we have someone who was not a member in the prior year but send their dues in on December 1st? Anne said no. Ed said sure. Katrin said "in the middle of July for that matter". Andrea said that one person said yes and another said no, so there is still confusion on this issue. Anne said that if they are a member in the middle of July, then they are a member for 2007. Caryn said no, if they're on mailing labels. The only way Caryn can search mailing labels would be current members. If you join November 30th, your membership would be put in as a current member and your name would be on that mailing label.

Anytime someone joins before December 1st, they would be sent the voting information. Caryn also said; actually the person who joined for 2007, before December 1st would be allowed to vote. Anyone who joined January 1st would not be allowed to vote. Bernie asked no matter when we have the cut off it's going to be a problem for somebody. Anne agreed. Ed said that we will just have to make it clear as to the cut off date. Caryn said that it's a lot easier for her to make the cut off as of December 1st, however, she feels bad that there will be some people who actually joined but still do not get the benefit of voting. Bernie also feels bad but no matter what date we chose, it will be bad for somebody. Ed said that it's always going to be a true statement so it doesn't matter what date we pick. Caryn agreed that it would be a lot easier to have a specific cut off date because she wouldn't have to send out the individuals who joined after the December 1st notice date. Bernie said the process has gotten too complicated. Anne said she would like to see the procedure made simpler until the Constitutional Review Committee has a chance to look at this issue to see if they can find an easy solution. Andrea said that this is exactly what Kari Wangard is drafting now with regard to changing the election dates to make the process work easier so we won't have this problem. Caryn is fine with it as long as everybody is clear as to what has been done in the past and as to what we want to do now. Bernie asked if anyone objected to having a membership cut off date for voting as of December 1st. No one objected, however, Andrea felt that we needed to really publicize this change very well. Anne suggested that we put it on the web site and in the Quarterly. Andrea said that we should do this as soon as possible so everybody knows that they need to get their membership renewals in by November 30th in order to be able to vote in the next elections. Bernie asked if we get a notice of the election if we are a member on December 1st. If you do not renew your membership by February 28th, then your vote does not count. Andrea understood but stated again that we need to publicize this change very early and very well. Caryn sends two separate mailing lists. She sends one that includes current member in December which were members for the entire year and then on February 28th she sends only those paid up members for the year. However, that list will also include names of new people that have joined after January 1st because she can only sort out a current list of members. Bernie verified that the February 28th list would have names of people who did not get the notice and who did not vote so it would not matter. Caryn agreed and also said that she was just trying to make this process clear to the Board. So if someone wanted to know what the average was of members who voted, it wouldn't really be accurate because there may be some new members on the list who joined after January. Bernie sees the problem but doesn't feel it is a big problem. Anne asked us to back up a bit because the Board has to deal with a process for figuring out who are the non-resident people and deciding who is eligible to vote. Ed felt that none of the non-resident members should be allowed to vote. Anne said that we have a Constitution that says non-resident people who don't own a horse in the U.S. are not allowed to vote and we must follow that. Caryn said that means we will have to pull up a list and verify which non-resident members own and horse in the U.S. or not. If they do own a horse in the U.S. then they must be sent a ballot. This is going to have to be verified every year. Katrin asked what horse ownership have to do with voting and knowledge about Congress. Anne said originally when this was put into the Constitution way back in 1986, there was a very real and concrete danger that there would be particularly a lot of Icelanders who would be able to determine an awful lot of things if they get vote because we had very few members at that time. Anne said that when they were the Federation they had about 19 members. Anne felt that this is no longer useful. We will no longer have the threat of non-resident members joining the Congress so they can affect the outcome of things. Times have changed, however, for the time being, we are stuck with it. Ed said that as long as Andrea deals with this issue, this will be the last time we will be stuck with it. Ed and Katrin agreed. Andrea had a question on this issue; the way it's written now the non-resident member only has to own a horse in the U.S. but it doesn't say it has to be registered. Anne said, however, that is the easiest

way to check it. Katrin felt that the horse has to be registered or there would be no way to verify this part of the Constitution. Anne said that without the registered horse the verification process becomes too burdensome and we'd then have to get affidavits from the non-members as to what horse they actually owned that was in this country. Caryn said that currently in the Constitution it is not worded 'registered'. However both Anne and Caryn felt that this would not happen and Anne felt we needed to come up with a solution that was easiest for the Board to verify. She felt the solution was to word it that if they non-resident member owned a registered horse in the U.S.; they would then get to vote. Katrin asked if it mattered where the horse is. Anne said no it doesn't matter as long as it is in the U.S. Anne asked Caryn if this non-member issue involves a lot of people. Barb asked if someone in Europe could register their horse in the U.S. Caryn said no and Anne said she didn't think so. Caryn said that the horse has to reside in this country in order to be registered. Barb asked Caryn if she verifies that fact with each registered horse. Caryn said that the only horses she registers are those that have certificates or passports from other countries that are mailed from the U.S. She never sees something come to the Registry from another country. Caryn then said that actually there had been some horses transferred from Canada. She felt that if this would happen it's quite rare and would not make a difference. Ed felt that if Andrea and the Constitution Review committee does their job, this shouldn't be an issue for too much longer. Anne wanted to make sure everything was covered as follows:

Two sets of mailing labels will be sent to the Election Committee by the December 1 deadline. One set is for the election notice and the other is for the mailing of the ballots. Anne will make a note of this for her document. The only thing that is complicated for the Election Committee is that only individual members, which means not people residing in other countries and who do not own a horse here. Only individual members can be a nominee and a nominator or seconder. The Election Committee needs to know that because they are the only ones that are going to see who is the nominee, nominator or seconder. Anne felt that maybe, when those nominations come in, they should check those nominations with Caryn so they don't have to look at this issue or make any decisions about it. Caryn said either with her or whoever is handling the membership at the time. Bernie said that is why he feels we need to have a position printed in the blank that was on Anne's document. Anne agreed and asked if it should be the treasurer or the registrar. Katrin felt it should be the registrar because that person is doing all the computer work anyway and working with all the data bases. Caryn felt that was only until the membership information goes on line. Ed felt that it still had to be some official title in charge of this. Katrin said that even when the membership information goes on line there is people who have different access to the online data base than the general public or other people. Caryn said correct but the Treasurer at that time, will most likely take over the job that Caryn has been doing for Ed. The reason Caryn had been doing it for Ed is because she is the only one with access so far until the information is on line. Caryn asked if we could put both the Registrar and the Treasurer. Katrin said that we should put the wording of 'the person designated by the Board' so that we can make a decision every year as to what would work best. Katrin felt that with Asta as the Registrar she would be able to do a brilliant job if somebody else doesn't feel comfortable with it. The problem that Anne sees is that when somebody will have to check the membership to verify the nominators, nominees and seconders. She doesn't feel we can say 'the Registrar/Treasurer' so she feels we need to indicate one position. Anne used this example: '...by the Registrar unless otherwise instructed by the Board'. Ed felt that would work. Anne said that if we wanted to change it to the Treasurer, then that would work also. Anne is trying to come up with a form that is so generic that it will operate no matter what and so that we don't have to keep redesigning them. Ed agreed. Bernie asked if we all agree that will work. There were no objections. Anne said she would re-word that paragraph and check it with everyone on the Board via e-mail. The only other two forms that need to be revised were the notice of election

which was Rich's original form and Martina adopted it adding new names for that election year. The forms are actually fine but we need to add blanks where new information is used every year so that each Election Committee can fill in their names and addresses, etc. On the ballots, the one that was designed by Martina is fine with only a few changes. The 'select three candidates, no more or no less' statement needs to be correct to 'select up to three candidates'. Anne also said she changed paragraph two so that it says the same thing 'you can vote for less than three candidates but not more'. In paragraph three she deleted the three so it just says the names of the candidates to who you wish to vote. She took out the year in item six so each committee can put in the current year. Anne felt that she should also delete the last paragraph that says in paragraph eight. 'the results will be posted on March 7 _____, on the Congress web site.' Anne didn't feel this needs to be on the ballot. She felt that only the voting instructions should be on the ballot. Katrin and Bernie agreed. Barb asked if something should be said about the deadlines that are stated on the Constitution. Anne agreed and said the members will have all that with the election notice and it shouldn't be on the ballot. Barb agreed. Andrea felt it made sense. Anne also asked that in her letter to the Election Committee, she felt they needed to be told what to do after they counted the votes. She felt that we should follow the procedure that was done this year which was to notify Bernie and Bernie then posts it to the web site. Andrea said that the Election Committee must notify the President, who then calls each of the candidates as to whether they were voted in or not and then the results is posted to the web site. Andrea felt it was only fair that they get a personal phone call before seeing it posted on the web site. Bernie felt that was a nice thing to do and Anne agreed. Anne then stated that the wording would be much like: 'notify the President who will notify the candidate and see that it's posted to the web site. Andrea agreed. Caryn pointed out a typo in her document. Anne said that there were probably more of those types of corrections but wanted to know where she saw the typo. Caryn said that there was a typo on the same page as where we were discussing the mailing labels. Anne found it and will make further corrections and get all of this done by the weekend so that everyone can review it and put it together and get it out to the Election Committee.

Bernie asked Anne a question about operating procedures for decisions. Under #1, 'If a question is raised and answered and the answer does not give rise to an objection, approval is also assumed' Bernie's question is if 8 Board members are not watching their e-mail and therefore do not object, then it is considered approved. Anne agreed. Bernie said that this requires that everyone must monitor the e-mail list constantly or anything could happen. Ed said that the very first sentence takes care of that. There is a presumption of competence for all board members in exercising their responsibilities. Barb objected saying that she didn't feel that someone going on vacation would indicate that a Board Member is incompetent. Bernie just wanted to get some other Board Members thoughts on this. Anne said that we needed to back up a bit. This procedure is only for items such as when Caryn asked if she could get a separate e-mail list for the Registry and these kinds of things. The request for feed back. Anne said that it is not like a vote. She said that if somebody is so out of the loop that they wouldn't see Caryn's post or they wouldn't find out about it until the e-mail/telephone number had been created. At that time they would say that was a terrible idea to have a separate e-mail address for the registry. Anne said that we could raise the issue again and discuss and consider it again. Then if the majority of the Board thought this was not a good idea, then we could change the decision. She felt this procedure was really for the kinds of informal things were we are looking for some kind of heads-up on something. It would not be used for some really complicated issue. Those more complicated issues must be decided during the Board Meetings and a vote via teleconference. Bernie asked for us to then read the next sentence. Anne agreed with the sentence saying that most of these items will be routine and not have to be recorded. Bernie then asked that with this procedure, we will have items that will slip by without any kind of recording

process. Anne felt that quite frankly these types of things really don't need feedback and they should be considered part of the job of the Committee Chairman. As far as Anne was concerned, Caryn could have set up a separate e-mail address for the registry as part of her job and other than just letting us know, we wouldn't necessarily have to know. Bernie agreed with that specific instance however, he felt someone needs to know that it happened. Anne said they would find out when they see a separate e-mail address. Anne stated that this procedure is for little stuff. Bernie said that if nobody else sees a red flag with this then he is prepared to accept it. Caryn felt that there is never going to be a time when you have at least nine people where there will be at least four or five people that will become aware of it. Anne agreed this is something that could be a potential problem. Caryn said that when the Board Member would get home they would be aware of the change since it would still be on their computer. Ed felt that it is just for picking out every day stuff to be decided on. Bernie said that if everyone is comfortable with it then he will also go with it. Anne said that it could be a problem and that we should have a presumption of competence; however, a presumption is only a presumption. You can still say that you had recognized that something had not been happening. For example Anne said one could say: "Gee Ed, why isn't that happening. Ed would then say that he felt it should not happen and then we could say no we feel that it should happen" and then the Board can decide to change it. Anne felt that we can't and she certainly doesn't want to be cognizant of everything everybody is doing when they are doing their job. These are nine intelligent people. Ed said that a saying where he works is "Don't pick the fly specks out of the pepper". Caryn is hopeful that when people give their monthly report, people will include these decisions in their report. Anne feels that when we think there is something that might be controversial; we tend to raise the issue anyway. Anne felt that our instincts are pretty good at keeping the Board informed of important or even not so important items of interest.

Katrin would like to make one more point about the election information. In FIPO, .32, it says eligible riders and that is about international competitions. It says that where there are international competitions there are no special classes for youngsters as 16 or younger in brackets it says (that turn 16 in the calendar year) or over can compete. That is the official rule with FEIF. The age is as of the calendar year. Katrin will look for other areas that will verify this rule. Anne asked if she could research this further and if we find consistencies then she feels we should follow the FEIF lead on this issue. Caryn asked that if when they turn 18 and they pay a junior membership in December they can vote. Caryn asked how she will know that. Ed said she will not know until the information is on the application. Caryn asked if members who turned 18 in that calendar year can no longer be considered a junior and if they would then be required to have an adult membership. Anne stated that she will not have to find that information. Ed said not to worry about it. Bernie said that while they may be considered adult individual members once they turn 18, they actually didn't pay the adult individual membership fee. Caryn agreed. Katrin later found another reference to the age requirements of FEIF. It stated that "Riders of at least 16 years old or not more than 20 years old in the calendar year". Anne asked her to put this up on the Board e-mail list so there is a record somewhere. Sandie asked Katrin where she found it. Katrin said she found it in FIPO.

Promotion Committee (Laura Benson):

Laura asked if everyone had reviewed the mailing labels that she designed and if everyone has approved them. All agreed. Laura asked if someone would like to have them printed and then distributed. Bernie asked Caryn if there was a way these labels could be printed right from the computer to the Avery labels. Caryn said that Laura should have no problem doing that herself if she sized them to a certain size. Laura verified that they are sized specifically for a label size. Laura did not see the point of printing them if she does not have any of the brochures. Caryn

said that she also does not have any brochures. She said that they can take this label design and get the Avery basic template size. Laura explained that Avery offers an 8 or 10 label pages and whoever is distributing the brochures can print them up as needed. Andrea Barber said that she could take this to a printer and have some made. Laura agreed and Andrea said that she didn't know if that format will be acceptable for them but she was willing to run it over to them to see. All agreed. Andrea explained that printing out labels from computers is difficult to do. Katrin said, however, that once they are lined up, then they are easy. Andrea said that she was willing to check into the price of printing labels up from Laura's design. Barb told Caryn that she has a box of the brochures from Iceland and she was told to mail some to her. Caryn thought about these brochures and she doesn't feel they are appropriate for her to mail to new members because they do not have any information about Congress itself. Caryn would like to send brochures to people who are registering horses and are not members. So they already own the horse and she feels they really need information regarding Congress so they can join. Bernie said that the main point of the brochures from Iceland is to give information about the breed to those who are interested. What Caryn needs is a brochure that Laura will design that will give individuals information regarding Congress and how to join. Laura said that project is next on her list of things to do. Andrea asked if there was any work on whether we are going to be allowed to print the Icelandic Brochures from Iceland. Bernie had been in contact with Hulda Giersdottir but he has not heard anything back to this regard. Katrin said that Hulda informed her that she would contact Bernie. Laura asked how the Horse Breeders Association got permission to print these brochures, then there shouldn't be a problem for us to get permission to reprint these brochures from Iceland. Katrin said that she thought the only issue they had was the photos. Bernie said the Horse Breeders Association may have paid for them and then it would be o.k. Katrin assumes that is the case also. Laura then asked if Ed had received the Equine Affair invoice that she had sent him. Ed thought that he did receive it, wrote a check and sent it off. Anne then mentioned to Laura that Equis is doing a gaited horse article on Icelandic Horses and they asked for photos. Laura is aware of that. Anne asked if Laura requested a copy of the article and Laura said no. Anne felt that might be a good idea. She felt that many of the articles that she has noticed have a lot of misinformation. Laura agreed to get a copy of the text before going to print. Anne felt that would be o.k. She said that these magazines are always willing to get that information to the right person to be sure it is correct. Barb had noticed that many of the articles would get information from someone who represents themselves as a gaited horse expert. Some of the information that she had seen from these individuals regarding riding Icelandic Horses can be damaging in her opinion. Both Anne and Laura will be working on the Congress Brochures as their next priority. Ed informed Laura that he had not received the invoice from her for \$417 to cover the space at the Equine Affair in Massachusetts. Laura was concerned since she had sent the invoice to Ed six days ago. Caryn verified that it had not arrived to the post office box when she checked on Monday. Laura asked if we could get a list of contact information for all the Board members, that would be very helpful. Katrin said that it was on the Yahoo Groups web site; however, Andrea informed us that it is not updated. Katrin asked Andrea to update the Yahoo Groups information.

Regional Club Committee (Andrea Barber):

Andrea reports there is nothing new to report.

Quarterly Committee (Anne Elwell):

Information for the Quarterly has been coming in on a regular basis. The next issue looks to be on schedule. There is still time to get any lingering information in the September issue. It would be great to have the Youth Cup 2008 tryout information. We are also starting to accumulate information for the winter issue which should have Election and Annual Meeting information. Barb added that after talking to Sandie we did get the 2008 Youth Cup information into the September issue. Barb was concerned that if this information is delayed, the weather had

turned to winter in many parts of the country and then it's difficult for the kids to get videos completed. Anne will work at getting the election items in the Quarterly also.

Web Site Committee (Katrin Sheehan)

Katrin reports that nothing has been done on the web site. She had written some a few e-mails today regarding the slow process of getting this web site take care of. Mark had contacted Katrin but has not done anything that was asked of him prior to this meeting. She hopes that he will be able to take care of those items in the next few days and she will update the board at that time. Anne asked what he was asked to do. Mark had asked to give a bid on designing a new web site layout and nothing had been done. Andrea feels that it might be a little inappropriate that the chair of the committee is bidding on the job. Anne asked why she felt that way. Andrea again stated that she didn't feel it was appropriate for the chair of a committee to bid on a paying project of that committee. Barb said that if you look at it that way, then maybe the chair of the breeding committee shouldn't have evaluations. Anne said that while Mark can submit a bid it is still the Board who makes the decisions. Barb stated that it's so difficult to get members to help and volunteer toward these projects. She felt that the organization needs to utilize these talents that are available within this organization. Andrea agrees with Barb but still feels that it is inappropriate for a chairman of a committee to bid on a paid project for that committee. Andrea said that if he would step down and then bid on the project, she would feel better about it. Anne asked why it was a problem since he did not make the decision on who does the project. Barb felt that he has a right to bid on the job just as anyone else would since the Board makes the decision on who does the job. Andrea said she was just expressing her feelings. Ed thanked her very much. Caryn said the bigger project is to get the site cleaned up at this point. Katrin agreed. Andrea pointed out that she had tried to contact him a number of times and he never gets back to her. She has since given up on trying contacting him. Now when she needs to make a change, she goes directly to Asta because she knows it will get done. Katrin agrees. Ed asked Katrin to follow up on this further and report back to us. Katrin said she felt the new design is very much needed on the Congress web site. She said that when she refers new people to the site, they phone her back to ask again where they need to find the information. She feels the web site is not organized well enough to make it easy to navigate. Barb agreed. Anne also agreed saying that she always thought it might have been the fact that she has difficulty with navigating the internet but other people have told her the same thing. Caryn said that Asta designed the site some time back. Caryn added that if the Board goes ahead with keeping Asta as the registrar at the end of the year, she will not continue the updating of the web site. Anne agreed. Caryn said that it's just not fair to keep loading work on someone who is responsible and does things quickly. Katrin said that if Asta does not want to continue the updates to the web site, that Congress will be at a great loss without her help on the web site. Caryn said that we may have to make this a paid position so that this information gets updated on a more timely basis. She added that with a volunteer, then we cannot expect these updates to be done as quickly. Caryn said that working with Mike, things are done pretty much immediately. Caryn said it is quite different if we ask for change from volunteers such as Mark or Doug who do these things on a volunteer basis and may not be done as quickly. Caryn felt that the Board might want to look at getting a paid person to keep the web site updated. Bernie asked Caryn if she felt Asta would want to continue keeping the web site updated for a fee. Caryn said that she thinks Asta feels she does not have the time to do that along with the registrar position. Bernie asked Katrin to check again with Mark and report back to us. Anne asked if anyone had considered checking with Rebecca Bing since she also designs web sites. Andrea said that Rebecca designs beautiful web sites. Katrin said that we should have at least three bids for the site; however, Mark had offered to bid on the project. She has asked him about it three times and still has not gotten a response. However, Katrin would like to have his bid included with the others when she gives the Board this information. Andrea stated that as chairman of the committee, he should be the one getting these bids. Katrin agreed saying that she is supposed to be just the liaison. Andrea said that Mark or whoever he would like to delegate the job to, should be getting the bids. Ed asked for verification that Katrin said she was waiting for Mark to get back to her and that he committed to do so in a few days. Katrin verified from his e-mail that he stated he is very busy but is working on a proposal for the web site and will try to have it completed before the weekend of June 30th. Andrea stated that Mark is only speaking of his own bid for the project. She felt he should be getting other bids as well. Anne asked if he was asked to solicit other bids. Andrea felt we shouldn't have to ask him to solicit other bids. Katrin said that he is the head of the committee and he should be able to lead that committee. Katrin said that Mark is letting her tell him what to do and what not to do. Anne said it appears as though he isn't doing that. Ed stated that Katrin needs to be pretty candid with him when you speak to him regarding this issue. Caryn suggested that, as liaison, Katrin gives Mark a list of what she feels his responsibilities are. Andrea agreed. Caryn thinks that he may not be clear on what his responsibilities are. Andrea said that it possibly is just a misunderstanding.

Youth Committee (Sandie Weaver):

In order to avoid the \$35 bank charge for wiring money to the FEIF Youth Camp account, Sandie asked that the \$100 be sent straight to the Youth Camp attendee. To start Bernie verified Sandie's request to send the \$100 to Morgan Venable. This amount is the usual amount sent for each Youth Camp individual. Sandie felt that since

there is only one youth going and the time was drawing near, it would be o.k. to send the money to Morgan rather than directly to the Youth Camp organizer. All Board members agreed via e-mail.

Sandie reminded Bernie that he had also asked about the Youth Committee Budget. She said that six or seven years ago the fee was \$500 for three kids and two or three years later Sandie asked if the budget could be doubled. The Board voted on that and now the budget is \$1,000. This information is recorded in the archives if anyone would like to verify it. Sandie said that so far this year, there have been no expenses so the \$100 will be the first expense for the year. Last year Sandie said that there were five kids that had gone to Youth Cup so \$500 was spend and an additional \$80 for stalls so \$900 were spend on the kids at last years Youth Cup. Bernie stated that we pay our bills as they come in and we don't, as a rule, have an annual budget for things. We haven't operating in that way in the past and thinks it's important that we do in the future. Caryn agreed with Sandie's budget and said that is the only committee that we've ever had a budget for. Ed said that there doesn't seem to be any objection for this one youth to get the \$100 directly. All agreed.

OLD BUSINESS

Caryn Cantella (Proposal Tracking System) (Membership On Line) Doug sent an experiment program for her to look at and try on Sunday, June 15th, regarding the Proposal Tracking System and the Membership On-Line System. Caryn looked at both systems but was not able to get into them. The programs were saying they did not like her password. One problem that Doug brought to her attention was that the server we have for our web site at the time does not support what the System needs. Caryn tried to contact Mike, who is familiar with our system. Mike e-mailed Caryn and said he would like to talk to her about this but has not yet heard from him by phone. Caryn has concerns that any change in the server not work well with the registry programs. She is told that they do not work in the same sort of data base. Bernie asked if Caryn and Mike will work out how to support Doug's request. Caryn agreed and said the web site server he is suggesting is less expensive then what we are using. She read an e-mail from Mark that said that he thought that the server was fine and powerful enough. Caryn feels there area few issues that we have not considered the cost of. If we have the on-line membership and people are able to pay by Pay Pal, our cost to use the Pay Pal service will be \$5.23 for each membership or renewal. The cost to use for paying for a Farm Listing will be \$3.49. If someone upgrades their membership from Individual to Family that will cost \$0.88. Caryn is a little concerned about the \$5.23 fee for the new and renewal of memberships. Caryn said that at one point we figured it was \$27 per member to send a Quarterly. If we now add an additional \$5.23 per member for the use of Pay Pal, we are close to \$33 of expenses to Congress per member to run the organization. Andrea said that we could add that fee to anyone who would become a member and pay on line. Caryn said that we could do that. Ed said that it made sense to add that additional fee to those who paid by Pay Pal. Doug also talked to her about getting a hosting service to encrypt information keep it secure. Caryn said we could purchase a secure certificate for the site to protect the files; however, Doug did not give her any costs for this. Since this information was just sent to her on Monday, she was not able to get additional information. Doug also asked where we wanted to put the Proposal Tracking System on the web site and his suggestion was to put it in the Committee area. Caryn agreed. Caryn looked at the application that was going to be used and it did have a section to indicate the age of the member and it seemed fairly complete, however, she was not able to get back into the program a second time to word with it further. Ed was happy to hear that progress is being made. Caryn said she will continue to work with Doug on the programs and talk with Mike about potential problems, if any, with changing the server.

Anne Elwell (Youth Panel Update): Eileen is calling all the parents individually. She has given up trying to get John and Rich to respond to this task. Caryn asked if Eileen had talked to any of the parents and Anne did not know. Barb said that Eileen was at Winterhorse Park in

Wisconsin for the Evaluations and had probably just returned from that event so may just be starting to think about calling the parents. Caryn asked that when the minutes for the Special Meeting for the Youth Cup Issue are completed that Anne will be sending something to the parents. Anne said that when the minutes are done, she will review them and see if any changes need to be done in her draft letter and get that out to the Board to look at and approve and then it can be sent to the parents. Barb went back to the tapes of the Special Meeting to review the points that the Youth Panel had recommended and, even on the recording of the meeting, everyone seemed so confused. She felt it was important to transcribe the meeting minutes a little more closely to a word-for-word transcription if it was o.k. with the Board. In going back through the tapes, she found that she missed some of the extra comments. She asked the Board if they felt she should take the additional time to transcribe these minutes more closely to what was actually said. For example, at one point in the meeting we all agreed to something and then later Andrea even stated that it all seemed pretty confusing. Bernie remembers that there was an issue as to who would be involved with the three person panel to select future Youth Cup leaders. Barb agreed and added that on the tape, one person agreed and then disagreed later. So Barb asked that if it was o.k. to take a little more time, she would like to transcribe them a little more closely to word-for-word. Caryn said that her comment on this issue was that the Youth Panel there should be a three person panel and Caryn said that Sandie should be one of the three and she thought that everybody had agreed to that. That is her recollection but it would be good to review the recording to confirm that. Ed agreed. Caryn didn't remember any objections to Sandie being one of the Three Person Panel that the Youth Panel recommended to choose Youth Cup Leaders. Anne stated that it was not what the Youth Panel recommended. Caryn agreed and again stated that was what she suggested. Bernie asked Anne what the panel recommended. Anne said the Panel there should be a three person committee created by the youth committee consisting of two people from the Youth Committee and one would come from a past participating youth from the Youth Cup. Caryn said that the only role the panel recommended was that Sandie had vis-à-vis, the Youth Cup was an advisory role to assist and supervise the program and in selecting the future Country Team Leader for the Youth Cup. Caryn said that they did not recommend that Sandie be a member of this Three Person Panel. Caryn said that at the time we were discussing it, they didn't come out and say that, but Caryn said that Sandie should be one of the Three-Member Panel and she believes there was no objection to it. Bernie said that it looks like Barb needs to go through the tape and come up with better information on this. Caryn said that she realizes Barb has been busy. Barb stated that the minutes are taking a little longer than she had anticipated. Sandie felt that the minutes and the letter should be done first before any further steps are taken. Ed said that we need to get the minutes finalized so that we can take the further recommended steps. Barb agreed and will get the minutes completed over the weekend.

Katrin Sheehan (2008 Annual Meeting): Katrin said that she could secure the same prices we had in Dallas for the 2007 meeting. Everything would be exactly the same; \$99 for the rooms and the banquet price would be the same. Katrin asked the evening before the annual meeting our guest speaker. The hotel representative asked if we needed that room again so Katrin left it on the agenda for the time being. She felt that if something interesting comes up we just may need that room. The hotel will allow us to reserve that room with only 30 days advanced notice. Bernie asked what our time frame is for using the hotel in Dallas. Katrin only asked her now soon in advance we need to inform them as to how many rooms we need and they would need 30 days advance notice. Bernie said that we have about more than five months to figure out an alternative location if we would like. Katrin is working on an alternative to Dallas and she would like to get more particulars but it is looking good and may possibly be less expensive. This location is in Madison, Georgia. Katrin said the nearest airport is Atlanta (Delta hub) which

would be 50 minutes drive by car to the new location. Katrin is working on transportation at this time and the questions as to how long individuals can wait for transportation at the airport. She is told that the norm is up to two hours. So far that is the only issue. The rooms would be less expensive, the rooms would be better and the entertainment would be much better. Barb added that she had heard the airport is extremely nice and would not be difficult to spend additional time waiting. Katrin said there are many restaurants and comfortable places to wait along with internet access. Bernie said that we have had this meeting for three years in Dallas and it might be nice to have a change. Katrin said that we still have Dallas on hold so she will call them again to see how far in advance she needs our commitment. Ed agreed. Katrin said that she will not need that much longer to look into the rest of the information for the Georgia location. She states that the rooms and food information is set and she also has two Icelandic Horse individuals committed for the event and also has some ideas for people who do not want to be involved in horse related events. She is excited about this location and feels it would turn out pretty nice. She said that Madison was the number one small town of America so there are many sites to see for people who do not want to fully take part in the horse related part of the meeting.

Katrin Sheehan (Reimbursement of Sport judging expenses for the competition in

Kentucky 2006): Caryn proposes that since Gudmar had more than one judge, that we do not pay for the expense. Caryn's feeling is that the reason we pay for FEIF judges is to try to bring in judges for those shows who cannot afford that expense. If you are having two and three judges, she doesn't feel that Congress should pay for the judge. That is Caryn's personal opinion. Ed agrees with Caryn. He feels it is not Congress's intent to subsidize judges forever anyhow and it was only to get competitions started. Barb asked if the show organizer has to show that there is a loss in the event to get reimbursement of the judge's expense. Katrin said that as far as she understood, the show organizer only has to show that there were 20 horses entered. Katrin said that in reviewing the rules at the time Gudmar asked for the reimbursement, he was eligible. The rules on the web site state: 'In certain circumstances the congress will pay for the travel expenses of the International Sport Judge and \$150 stipend toward his or her expenses. The show must meet all of the requirements of a sanctioned show including the collection of payment of any fees owed to the USIHC and it must have had an entry of at least 20 or more horses. This reimbursement is offered to help new shows get help in getting started. Once a show is established, it is expected that its entry fees will cover the cost of the judges and it is anticipated that reimbursement will be phased out for a show at some point. At the moment, no criteria have been determined for deciding when a show is not entitled to reimbursement. At some point we might limit the reimbursement to a certain number of shows per year or a certain number of years per show. We might decide to deny reimbursement to shows with large entries to require shows to have minimum entry fees or require shows to submit accounting of income and expense records to determine if reimbursement is warranted.' Caryn asked if Gudmar sent in his non-member/non-registered fees. Katrin said that Heidi told him he did everything correctly. However, Ed said he did not send them to him. Laura asked if he was already told he would be reimbursed. Katrin said no he was not. She said that Gudmar asked Heidi and she would present it to the Board for discussion and approval. Caryn asked if this competition was a year ago and Katrin said that the show was in November of 2006, however, he had asked Heidi about it much sooner but Katrin forgot to put it on the agenda until Heidi reminded her recently. Caryn asked if he had a loss at the show in November. Katrin had no idea if he had a loss. Barb said that is the reason she is questioning the requirements. She felt that if someone is going to be making a profit on a competition, then we should not subsidize the expenses. However, she said that if we take away the expenses of the other two judges and only using the expenses of that one judge and he still showed a loss on the event, then yes, she thinks Congress should help him. Laura agreed. Bernie said that he had taken the three judges to lunch and asked them who paid them to come to

the U.S. Bernie said the judges told him that they all paid their own way and they had come to support their friend and relative Gudmar. So Bernie stated that if he didn't have a loss, he certainly would have if he had to pay the judge's way. Caryn stated that this reimbursement policy has always been based on an honor system because there are so many variables and it was difficult to come up with a formula to regulate it. Caryn used the example that certain shows might have a competition with other breeds that have regulations in place for every one to follow. Katrin said that she will again check with Heidi to be sure all the requirements were met and then review this again. Bernie said that this policy states what we 'might' do. Barb agreed that it is too vague of a policy. Anne said that she wrote the policy and purposely made it vague because there was no way to come up with a formula that would work for every show. Caryn agreed saying that the Board worked a couple of years trying to come up with a workable formula and since there were so many different variables of how people can organize their shows, this was the only wording that seemed to work. It had always been based on show organizers being honest about needing help. Anne said that this policy is intentionally saying 'we do not know where this program is going and we will have to see what develops'. Laura asked if the best way for this particular situation, we should ask Gudmar for a list of his expenses. Katrin agreed. She will ask Heidi to get this information from Gudmar so we can make a better decision. However, Katrin feels that if the three judges did not charge Gudmar for their service, then she is assuming he should have been financially fine with the event. Caryn also reminded Katrin to ask whether he collected the required Congress fees. Anne said that she was sure he did because it is on his entry form. Katrin is also sure because he had Maggie Brandt taking care of that portion of the event for him. Caryn said that Katrin has to be sure that those fees collected were actually sent to Congress. Katrin thinks it might be a good idea to have the sport committee review this policy. She feels that possibly these rules may have been good at one time but need to change for current times. Barb added that just from a few of the shows that have gone on in the Midwestern and Eastern part of the country, she doesn't see any of them making a profit. She remembers that Dillsburg had a fantastic turnout of participants but it still lost a lot of money. Barb stated that she rarely makes a profit on the shows held at her farm. Katrin asked how the shows in California are able to make a profit. Barb didn't know but from what she sees on the web site, they have even less participation than the shows in her area. Caryn said that the shows put on by Heidi Kline and Asta Covert make money because they do not have to pay for the facility. However, the show organizers do not get any money back because the Andalusian's show organizer collect all fees. What they will do now for those shows is add an extra fee to the classes to help offset the judge's fees. Caryn said that riders are paying up to \$50 per class at those shows held with other breeds and Congress has still had to subsidize a portion of these shows. Caryn said that they are very popular shows and tried to remember the fee that the classes brought in and thought it was around \$545 to partially pay for the judge. She further explained that in shows that are organized with other breeds, we typically do not get any money back unless an additional amount is charged over and above what is already charged for classes. So in trying to come up with a formula, it is difficult to cover all scenarios of those shows that are organized with other breed and those that are organized at farms that have a track. Bernie asked Katrin to take this up further with Heidi and perhaps she can propose some modifications.

NEW BUSINESS:

Katrin Sheehan: International Breeding Judge certification in the U.S.
Katrin reports that the Education Committee has worked on this program for quite a while during the time that Bernie Willis chaired the Education Committee. Bernie had established the program with some help from Marliese Grimm. This program was presented to the Breeding

Committee for discussion. There were a few questions a few months ago; however, when she brought it back to the Breeding Committee for further discussion, there were not questions. Anne asked if there was a vote taken in the Breeding Committee. Katrin said no. Anne felt that for procedure purposes there should be a vote taken at the committee level before bringing it to the Board of Directors. Katrin agreed. Bernie asked if Anne feels we should delay approval of this program until Katrin gets that vote from the Breeding Committee. Anne didn't think that was necessary. She just felt that to be sure this proposal goes through the proper procedure a vote should be taken at the Committee level. Bernie said there was some discussion about the prerequisites of taking the breeding judge classes. Katrin said that discussion was in the very beginning. David Kline presented his questions; however, after he read FIZO he understood that in Iceland one has to have a college education to even be allowed to become a judge. Our prerequisites then were just fine with David. Katrin made it clear that anyone who is interested can take the clinics; however, they should not take the test if they are not familiar with the basic knowledge needed for the Icelandic Horse; meaning knowledge of the gaits and general knowledge of the horse. Bernie use an example: If we have a breeding horse evaluation seminar and ten people want to attend and 5 of them qualify under the program. Under this program all 10 could take the seminar but only 5 could take the test. Katrin agreed and said that individuals should be encouraged to take the seminar because of the knowledge that they could gain from them. Bernie said that in further discussion with Barbara Frische, Marlise Grimm and Katrin, did we come to the idea that if a person had sat through the entire seminar without the prerequisite, the next time around their first observation would then allow them to take test on the second time around. Katrin agreed that this would probably be a good idea for now because we don't have many prerequisites to offer people to obtain. Usually, individuals with the highest riding badge one can get are a prerequisite for all tests, such as trainer's certification, etc. Since we do not individuals who have obtained many prerequisites, then we cannot require it. We probably have a number of people who are knowledgeable and have a number of years of experience and knowledge with the Icelandic Horse but have not had the opportunity to gain these official prerequisites. If these individuals go through one of these seminars and the judge sees that they have the knowledge to do well, the judge can suggest that they take the test. Bernie asked if there were any questions from the Board. There were none. Bernie asked if there were any objections to accepting the Breeding Judge Certification. There were none. Sandie had a question about the college education requirement. Katrin verified that in Iceland there is a requirement that their International Breeding Horse Judges must have a college degree in Agricultural Sciences to be able to even just attend a seminar. They want to be sure that their students have the most amount of knowledge because the future of the breed will depend on it. Barb asked if this was also a requirement for our U.S. program. Katrin said no and explained that our prerequisites are much lower than that.

Reimbursement for transportation of the World Championship Tryout Judge from Amy Goddard's house to the airport for his flight back to Iceland. (Katrin Sheehan): Barb said that any expenses that were incurred for this judge would be paid for by Congress. Anne didn't feel this was something that had to be approved during the Board Meeting. Katrin stated that Heidi had asked her for Board approval. Anne told Katrin that the bill just needs to be sent to Ed. Caryn asked if it was a rental car or taxi. Katrin assumed it was a taxi and the bill was \$100. Ed said that the bill should be sent to him and he will pay it.

USIHC Board of Directors Meeting
July 24th, 2007

Regional Club Observers: David Kline, Dawn Shaw, Judy Strehler, Annette Coulon

Members present: Laura Benson, Caryn Cantella, Anne Elwell, Ed Hilgaertner, Barb Riva, Katrin Sheehan, Sandie Weaver, Bernie Willis

Secretary's Report (Barb Riva): The minutes from the June Board Meeting are pending per Board approval.

Registrar's Report (Caryn Cantella):

Account balance as of 6/30/07 is \$70,834.07.

Worldfengur: Over the last month I have been able to enter 35 horses into worldfengur from our original foundation horses. There are 28 left. One from Denmark, three from Germany and three from Canada. The rest are offspring of these 7 horses. If I am able to get all seven into Worldfengur then all of the US domestic bred registered horses currently in our data base will finally be entered into Worldfengur.

Mike Edwards who is the chair of the FEIF registration group sent the following email to both Katrin and I. We both decided that Asta would be the best person to join this group. The group has only 5 members from around the world. Asta had her first meeting today and said it went very well. They meet for one hour a month.

Hello Caryn and Katrin

I would like to invite one of you to become a member of the FEIF Registration Group. The Group sets the rules and guidelines on all aspects of registration such as pedigree requirements, country of birth, name, farm and arbitrates in any dispute. We also check that our rules comply with all international and national legislation.

I am inviting a rep from USA because I want FEIF to have a more global view and not be entirely centered on Iceland and the EU. We need to make sure that everything fits USA, Canada, Australia etc.

We talk a lot on email and "meet" via the Skype free tel-conference system. This can be downloaded onto your PC for free and then all you need is a USB headset. The meeting are on the first Tuesday of each month and are timed to fit Europe, around 2000GMT which would be during your afternoon time, I guess.

Please have a think and let me know any questions or thoughts.
My best regards to you both. Mike

Treasurer's Report (Ed Hilgaertner):

June beginning balance: \$15,386.48

June ending balance: \$14,790.62

Breeding Committee Report (Katrin Sheehan):

The breeding committee voted on adoption of the breeding judge education as sent to the board. 15 members voted yes. Two cases with measuring tools have been completed to be available for

evaluations here in the U.S. Once case is complete with two chip readers and micro chips. The other one only contains the measuring tools. Katrin asked what the procedure is for sending and keeping the original application and scoring forms for Evaluations. It was decided that all original papers should go to the Registrar and the Breeding Committee Leader should keep copies.

Competition Committee Report (Katrin Sheehan):

ITEM #1

REIMBURSEMENTS FOR SHOWS

- A. WHERE DOES THE REIMBURSEMENT FOR GUDMAR STAND? I KNOW THE BOARD WAS DISCUSSING THIS ITEM AND I AM AWAITING AN UPDATE. \$913.12 + \$150 FOR MEALS = **\$1063.12**
- B. REIMBURSEMENT FOR AIRLINE TICKET FOR SANTA YNEZ, CA SHOW FROM MAY FOR ASTA COVERT **\$1213.75**
- C. REIMBURSEMENT FOR DEL MAR , CA SHOW FROM JUNE FOR KIMBERLY HART **\$1566.00**
- D. I HAVE SPOKEN WITH THE SHOW ORGANIZER OF THE SEPTEMBER SHOW IN BURBANK, CA IT IS IN JEOPARDY IF KIMBERLY'S REIMBURSEMENT IS NOT MADE SOON. SHE WILL NOT FRONT THE MONEY FOR THIS SHOW UNTIL SHE RECEIVES REIMBURSEMENT FOR THE LAST!

ITEM #2

NATIONAL RANKING

- A. ALL TROPHIES HAVE SPONSORS (ALL CHECKS HAVE NOT ARRIVED YET) AND WE HAVE HAD NOTHING BUT POSITIVE FEEDBACK ABOUT THE NEW PROGRAM.
- B. DAVID WOULD LIKE THE BOARD TO RECONSIDER THE ISSUE OF PERMISSION BY ALL RIDERS. HIS POINT IS THAT ALL SCORES ARE PUBLIC NOW ON THE USIHC WEBSITE AND SO NOTHING WOULD CHANGE.
- C. HIGH POINT COMMITTEE IS DISCUSSING WHETHER OR NOT TO INCLUDE 2006 SCORES SO THAT WE HAVE WINNERS FOR THIS YEAR END.

ITEM #3

WORLD CHAMPIONSHIPS

- A. 6 RIDERS WILL BE GOING TO THE WC. ALL WOMEN AND THEY ARE ASTA COVERT, ANNE MARIE MARTIN, KATHY LOVE, SHARON JOHNSON, KATRIN SHEEHAN AND CHRISSY SEIPOLT.
- B. RECIPROCAL TROPHY WILL BE TRAVELLING WITH ME TO HOLLAND FOR THE WINNER OF THE SPEED PASS AND FEIF HAS BEEN INFORMED OF THIS. WE HAD SEVERAL TROPHIES MADE YEARS AGO AND BETSY GAVE THEM TO ME WHEN SHE STEPPED DOWN. ALL FORMS ARE DUE TO FEIF NO LATER THAN MONDAY, JULY 23RD. ALL BUT TWO FORMS ARE READY AND I AM AWAITING RIDER INFO FROM KATRIN TO FINISH.

ITEM #4

WORDING OF PROFESSIONAL ON THE USIHC RULES AND WEBPAGE.

THE BOARD MADE A SUGGESTION REGARDING THE WORDING CHANGE. I ASKED FOR. I AGREE TO THEIR SUGGESTIONS AND THIS IS JUST AWAITING APPROVAL BY THE BOARD. THIS IS THE MOST RECENT COPY.

“Recently there has been some confusion regarding the definition of “professional” under our show rules. Therefore, I would like to submit the following proposal to clarify.

Currently the definition is as follows:

Professional: A professional rider is one who has accepted remuneration of any kind within a two-year period prior to the show in question for training or riding Icelandic Horses.

I would like to propose we change it to: **Professional:** A professional rider is one who has accepted remuneration of any kind within a two-year period prior to the show in question for training or riding horses, or giving instruction to others in the training or riding of horses.

My reasoning for this is that the intent of having the restrictions we do on professionals is to allow our novice and intermediate riders to be able to compete with their peers in their divisions without having to ride against professionals. My understanding is that this has always been the rule – but it just now needs to be clarified. In my view we need to make it clear that anybody that accepts money for training horses, riding horses, or giving others lessons on horses is no longer a “novice” or “intermediate” in the spirit of these rules. “

ITEM #5

EXPENSES OF THE WC TRYOUTS

THE TICKET WAS PURCHASED ON THE USIHC (SOPHIE KATAKOZINOS) CARD. IT INCLUDED ALL OF THE LEGS OF EINAR’S FLIGHTS. THE ONLY OTHER REIMBURSEMENT WAS TO AMY GODDARD FOR CAR SERVICE TO JFK. MOST LOCATIONS FOUND HIM SOMEWHERE TO STAY AND FED HIM. MAIN EXPENSE WAS FOR THE TICKET AND HIS FEES

EINAR’S FEE: \$2,100
CAR SERVICE \$147

TICKET EXPENSES:
ICELANDAIR \$1250.60
NORTHWEST \$331.40
UNITED \$704.10
SERVICE CHARGE \$125.

ALL EXPENSES TOTAL: \$4658.10

INCOME FOR THE WC TRYOUTS**

\$3000 FROM ALL RIDERS EXCEPT FOR KAREN OLSON WHO PREPAID \$750

TOTAL INCOME: \$3,750.00

ITEM #6

KAREN OLSON IS AWAITING DECISION BY BOARD AS TO WHETHER OR NOT SHE IS DUE ANY REIMBURSEMENT FOR THIS PREPAYMENT OF \$750. THERE WERE ONLY 2 RIDERS IN IDAHO AND THEY WERE KAREN OLSON AND DAWN SHAW. DAWN'S PAYMENT WAS FOR \$50 FOR SCORES ONLY. KAREN'S PORTION SHOULD HAVE BEEN \$200 FOR THE 2 HORSES SHE TRIED OUT ON.

****DETAILED INCOME REPORT FOR WC TRYOUTS:**

Detailed Income Report for WC Tryouts

Video Judging	\$700
1 for team consideration:	\$600
0 scores only	
1 non-refundable cancellation	\$100
Wisconsin	\$950
7 for team consideration	\$700
5 for scores only	\$250
Idaho	\$850
2 for team consideration:	\$750 (Karen Olson's deposit)
1 for scores only	\$ 50
1 non-refundable cancellation	\$ 50
California	\$700
5 for team consideration:	\$500
1 for scores only	\$100
1 non-refundable cancellation	\$100
New York	\$550
2 for team consideration:	\$200
2 for scores only	\$100
5 non-refundable cancellations	\$250
TOTAL INCOME:	\$3,750

Note not all riders showed up for tryouts. All deposits were non refundable and advertised as such.

Constitution Review Committee Report (Andrea Barber): Progress has been slow and that is nobody's fault but my own. I have come to the realization that running the Pleasure Riding Program and Regional Club Program along with my other responsibilities is more work than I expected and I

simply cannot continue to chair three important committees. Therefore, I am going to turn this committee over to Steve Barber who will become the new chair and head up the review. Steve has a great interest in this, has past experience, and has the time necessary to devote to this project. I will remain on the committee itself as a participant and I will be the liaison for this committee to the board.

Education Committee Report (Bernie Willis):

1. NEW MEMBER

(Alex Pregitzer, Chairman) We were able to win Erhard Marenbach as a representative of the Canadian Icelandic Horse World in our committee. We are happy to welcome Erhard and his experience on this committee

2. CURRENT PROJECTS

A) Riding Badge Program

The USIHC Riding Badge has been implemented and is being taught. Laura Benson and her sister Heidi Benson had a student last year who passed the test, Bernie Willis is teaching it to some of his students right now and in the end of July, there will be two youth camps with a riding badge program. One camp will be in Kentucky and is being taught by Laura Benson; the other camp is in Minnesota and is being taught by Alexandra Pregitzer. KY will have their exam right after the seminar; Minnesota will have the exam in the fall.

When the committee put together the concept, our only concern with the implementation of the program was the lack of detailed educational Icelandic horse specific material in the English language. We thought we would have to wait starting the program until such materials would be available as it is needed for students and teachers. We were positive that they would as Walter Feldmann had agreed to have his book "Die Reitlehre" (aka the blue bible) translated. Katrin Sheehan got in touch with Walter and offered to help him find suitable translators etc...

In the meantime, the book has not been translated and it looks as if that project will get postponed. We have nevertheless been able to teach the riding badge program successfully and will continue to do so. However, it would be a huge help to have some material for the students and the education committee determined to make our own manual. Some of the bilingual members volunteered to help with this huge project which has been started but will take a while to get finished.

All together, the riding badge program is starting with small numbers that are fast growing in 2007. From what I have heard so far, it has been received very well.

B) Sports Judges Education Program

The Sports Judge Education Program has been very successful. There are 12 USIHC intern judges in the United States and some of them have been very active since their certification, scribing at sanctioned shows, judging schooling shows etc...

The education committee is currently working on online forms to download to identify the judges and for them to keep track of their different currencies.

I will contact the intern judges upon my return from Vermont to check with each of them how up to date they are on their currencies.

C) Breeding Judges Education Program

After the committees proposal for a Breeding Judge Program has been approved, we can now go ahead and make plans for the first breeding judge seminar in the US.

The committee will discuss more details to come up with a suggestion.

D) Rider Education / Schooling Shows

A very big success has been the implementation of schooling shows. The number of schooling shows has grown immensely with the availability of intern judges who can judge those shows at very low costs (flight and accommodations) for the organizers. The schooling shows have been extremely well received by organizers and students as far as we have heard and experienced. They are inexpensive, relatively easy to organize and fun without high costs and pressure yet providing a lot of knowledge and practice! The decision to limit the intern judges to certain classes was a disappointment for some organizers at first but it seems that everybody is very satisfied with the way things are going

E) International Education / FEIF

FEIF has been offering an international seminar for teachers and trainers once a year and has already invited the USIHC and its members to the next seminar in Denmark Jan 18-20. More details see www.feif.org

3. GENERAL

The NEIHC just held their first annual youth competition clinic which was organized by Nicki Esdorn together with Martina Gates. Martina and Nicki did an awesome job organizing this very special event that brought 13 youth riders age 12 to 18 to Massachusetts to Roberts Woods Farm and to Mill Farm.

Kathrin and Mark Roberts generously invited the participants and organizers to stay at their farm and let them use their facilities. Dan Slott allowed the group to use his facility for the following schooling show and Brian Puntin provided horses, tack, facilities, transportation, entertainment and his time and was as much part of the team as the head instructor for this clinic, Laura Benson, instructor and intern judge Alex Pregitzer. Peggy Gilbert brought in some youth that have an eventing back ground as well as a student from Norway, Alex flew in with some of her students from Wisconsin and the other students came from Virginia, New York, Maine and Massachusetts.

The event was all together geared towards competition riding for youth and was very successful with impressive sportsmanship and horsemanship on the sides of the talented youth riders. Education took place in classroom style theory, group lessons, private lessons, hands on experience, private conversations, personal advice and coaching as well as judging and feed back.

We have heard it many times - the future of the Icelandic Horse in the US lies in the hands of our youth riders. Events like this with education and fun will hopefully provide a strong bond between the riders and them with their horses.

Pleasure Riding Committee Report (Andrea Barber): Pleasure Riding Program / Pleasure Riding Committee – New PRP memberships continue to trickle in even this late in the year. I am currently collecting the half-way totals for all members for the PRP scoreboard. This will just be for fun and will have no impact on the final standings at the end of the year.

Policy and Procedure Committee Report (Anne Elwell): Nothing to report at this time.

Promotion Committee Report (Laura Benson):

From Andrea Barber: Misc. – Printing of USIHC labels was approved by the board via e-mail. The labels have been printed and sent out to Barb, Katrin, and Bernie.

Regional Club Committee Report (Andrea Barber):

Regional Club Program / Regional Club Committee – Bernie Willis recently made contact with a group of people in the Pacific Northwest who were interested in forming their own Regional Club. I have since contacted them and sent them all the information on how to begin the process.

Quarterly Committee Report (Anne Elwell): Nothing to report at this time.

Web Site Committee Report (Katrin Sheehan): Nothing to report at this time.

Youth Committee Report (Sandie Weaver): Alexandra Venable and her mother, Morgan, are in Sweden for the FEIF Youth Camp.

Spæjari Award: All essays were sent to John & Marilyn Parke. The winners were selected, notified, and their names were sent to be put up on the website. The plaques have been ordered, and the bill will be sent to Ed. Ed has mailed the \$50 checks to the winners, and the essays have been mailed to Judy Strehler and Nancy Marie Brown to be printed in the Quarterly. Congratulations to: Kristen Gulrajani from Vermont, Emily Potts from Massachusetts, and Sasha Roland from Oregon.

Amelie Brewster and Sara Lyter have been added to the Youth Committee.

I contacted all the Youth Directors asking them to e-mail me if they wanted lists of their local USIHC youth members. Lisa Roland from Cascade, Lynn Alfonsi, from FIRC, Kristen Wood from Flugnir, and Nicki Esdorn from NEIHC requested names of their local youth members.

I touched bases with Steve Barber about the FEIF Coloring Book.

I have started the USIHC Youth Committee discussion forum. I now have to figure out how to enter the members.

Barb Riva asked about the progress of the Icelandic Horse Coloring Book. Sandie Weaver indicated that Steve Barber is working with another company besides Lulu.com for comparison. Evidently one of the companies could not print it on paper that was suitable for coloring. Steven continues to pursue this for us.

Sandie called about the plaques for the Spæjari awards. Valley Awards will be finishing the plaques by the end of the week and they will be mailed to the winners. The \$50 checks have been mailed to the recipients.

OLD BUSINESS:

Online membership and data base update (Caryn Cantella): Update from Doug Smith:

1. Domain Registration.

Complete. The Congress is master of its own domain.

2. USIHC Documentation.

I have the paperwork from Ed.

3. Payment

I have the Congress credit card information from Ed.

4. Application Testing.

Status remains unchanged from last week... As far as I can tell no one on the web committee (or any one other than you and Bernie) have looked at the changes.

5. (New This Week) Launch Schedule.

I'm uncomfortable about launching a new web site until I can get a plan coordinated with Mark so we don't break any of the current update processes.

I don't want to switch servers all on my own since I don't know who needs what sort of access. I've not heard back from Mark and cannot determine if he's on travel.

I see no reason to start the clock on new hosting or the SSL certificates until I can get a target launch date from the web folks.

I told Doug that he and Asta should get together because she was the one that does the update process. They have spoken and Doug now feels he can move forward with the launching of the online data base. He will stay in touch with Asta and I on when this is going to take place so there are no problems. He has not given a date, but I expect it to be soon.

Youth Cup Panel Update (Anne Elwell): Nothing to report at this time.

International Sport Judge travel/expense reimbursement (addressed in Competition Committee Report): Reimbursement for competitions: Reimbursement for competitions which was part of the competition report submitted by Heidi Kline. Bernie verified that we are aware of the situation that there are three different shows from the past that are requesting reimbursement. Bernie read the current policy regarding this issue: "In certain circumstances, the congress will pay for the travel expenses of the International Sport Judge (s) and \$150 stipend toward his/her expenses. The show must meet all of the requirements of a sanctioned show including the request of fees to USIHC and it must have had an entry of 20 or more horses. This reimbursement is offered to help new shows get started and established. Once the show is established it is expected that its entry fees will cover the cost of the judges and it is anticipated the reimbursement will be phased out for a show at some point. At the moment no criteria have been determined for deciding when a show is not entitled to reimbursement. At some point we may limit reimbursement for a certain number of shows per year or a certain number of years per show. We might decide to deny reimbursement to shows of large entries or require show to require minimum entry fees or require accounting of shows income and expense to determine if reimbursement is warranted. It is impossible at this time to determine what the factors will be and we will have to address them when they arise. In the event that the competition committee chairperson determines that reimbursement is not warranted, the reasons for declining reimbursement will be provided in writing." Bernie stated that we have a situation where people have either read or hoped that this policy covered them and have spent money and are now seeking reimbursement. The line that says "It is impossible at this time to determine what the factors will be and we will have to address them when they arise" has come. Bernie felt that we cannot go any further with this policy of "we may' reimburse you if we feel like it. Barb agrees with Bernie and thinks it's time to have a policy more set in stone with regard to reimbursement on these shows. Bernie asked Ed, as treasurer, what his opinion was. At this time show organizers are requesting a total of about \$3,300. Ed feels that while we do have the money in the accounts we have to consider the intent of what we had in mind to do. Because we had no specifics we couldn't be very specific. We had to stay with the intent of our goal and that was to help promote the shows and once they got going, people were on their own. There was never a promise to reimburse anybody for anything. Bernie said that is how he read it also. Anne said that the original intent was to get good International judges here because we had shows that were beginning to be judged by un-Icelandic experienced/educated judges who were awarding horses with less than quality movements. So the original intent of the goal was educational. The board at that time felt it was an important goal because people were getting the wrong notion of what was correct movement from Icelandic Horses. So we are passed that

now and we have intern judges working at schooling shows who are reasonably well educated so now the goal has shifted to a function of helping to develop shows. That is the one we are addressing now. David Kline said that as a show organizer the implication from a past board members what that if 20 horses were participating in a show and you have a FEIF judge, you will get reimbursement. Bernie agreed that there was a very strong implication of that. That was directly stated to him when organizing a show. Anne said that was the original policy at one time years ago. David felt that this was stated to him as early as late last year. Bernie said that we have two choices right now and one is to simply reimburse these people as they have requested and write up a new policy that reflects our current needs and capabilities of understanding the situation. Or we could just take the part of the current policy that states “in certain circumstances, we will (which also means in certain circumstances we won’t)” and say we won’t reimburse because we feel it is not appropriate. Ed feels that in this case we should make the reimbursement and then be sure that the policy is crystal clear that we aren’t in the reimbursement business. Bernie feels that this is the only way we can support our members and the shows that have gone on and continue to support them in the future. If we were not going to reimburse them for whatever reason, it would be a pretty big slap in the face to the people who are organizing these sport events. Caryn asked if we are considering Gudmar’s request in the group even though he had extra judges. Bernie said that was one of them. Barb asked if the Santa Ynez show was new. Ed said it was the first year. She also asked about the Delmar show and how long it has been going on. David said that the Delmar show has been going on for years and years but Kimberly is now organizing that show and she had no reimbursement of any kind from that show. She is simply a rider who put up the money. Barb verified that the Delmar show was always a sanctioned Icelandic Horse competition that Congress had paid for. Caryn said that the Delmar show is showing a reimbursement of \$1,566. We did get a check from Nancy Masonson for class fees and non-registered participants for \$465 so everyone knows that the amount of reimbursement nets out to be \$1,101. Caryn said that the Delmar show charges a \$5 fee to every single class ridden and there were 66 classes ridden and those people are currently paying \$35 or \$40 per class to enter. Barb verifies that the Delmar show still loses money every year even with the large entry fees. Caryn stated that it’s normal that this show loses money because it’s put on by another breed. Barb understood that this show has more expenses such as facilities fees and such but stated that Congress has paid for this losing show year after year even though the riders pay more for classes, there is still a loss and Congress has for many years supported this show. Caryn said that is correct and when Congress made this proposal/rule to pay these judges back when then the flight was only \$700. Now we are looking at fees that are \$1,500 or more. Barb agreed that with the flight prices now and the exchange rate, the expenses are much more. Caryn also stated that the Board has no control as to when the judges are hired and if the flight is arranged shortly before the show, the price is higher also. Bernie said that when he planned his sanctioned shows in Anchorage, he contacted Betsy (the sport committee chairman at that time) and told her the cost of the judges and how many horses committed to participate. He asked if the show can anticipate reimbursement if they had the minimum number of horses and he would get her positive comment before arranging for the flight. The only qualification he could not control in organizing the show is the number of horses. Ann felt that the sport committee should look into this before it gets discussed on the Board. Bernie agreed. Anne felt that it will take a good amount of research. Anne said that the Dillsburg show judging flight is about \$750, however, in comparison the flight to California is twice that much. This kind of information is needed before making any further changes or decisions on this issue. Costs are affected by the dates of the show. We have to take a look at different costs along with the whole issue of shows who want to offer more than one judge. In looking at both Dillsburg and the Kentucky shows the entrants are between 40 and 50. Caryn felt that shows

with that many entrants should be able to pay for themselves. Anne disagreed. Now we are talking about two judges is much like two shows with 20 entrants. Caryn feels that with any shows that have more than one judge. Education was the reason we started a reimbursement policy and if a show organizer is capable of having one judge on your own then you are getting the education. Laura stated that if there are 40 or 50 riders it's not really possible to have one judge. Anne stated that it certainly is a different show with two judges then it is with one. Anne feels that in terms of development, that is where we want to go. Barb agreed and she felt there is a lot to be learned and a lot more of our sanctioned shows aligning with the way FEIF would like us to do it with three or more judges. Barb asked Katrin if there are now shows in Europe that require five judges. Katrin said that all the Sport A events do need five judges. Caryn agreed that we need to redefine what our goal is. Some on the Board feel that the education one gets at schooling shows from Intern judges is enough and now we are leaning toward a better education of from two judges, or a FEIF judge. So she feels that there needs to be some sorting out of what in the future Congress wants to support or what type of competition. She feels there are a lot of feelings but we are not going to be able to financially support everything that everyone feels is educational. Caryn feels that the costs of competitions have gotten really expensive. Caryn said that the flight for the judge at the Delmar show was outrageous. Bernie summarized as follows:

I hear no objection that we reimburse the three individuals who submitted a request which are Gudmar's Kentucky show, the Delmar show and Santa Ynez show. Furthermore, that we return the development of a show promotion reimbursement plan over to the sport committee adding that we cease reimbursing show for any expense until the sport committee comes up with a new plan that the Board accepts. Barb said that she has no objections however; she would like to see some kind of budget toward plan for education through competitions to ride properly and to be judged properly. She realizes that we have to be careful as to what kind of money comes out of these accounts so as not to deplete them. However, she thinks it's time to budget some money toward competition education. She feels that we cannot just keep investing in the accounts and not give back in some form of education to our members. Anne had an objection with ending the reimbursement of expenses until this proposal is completed since some people are planning competitions now for the rest of 2007. Anne felt it was not fair to pull the reimbursement away from these people who had hoped to have that financial support. David suggested that no reimbursement will be allowed for shows in 2008 until the proposal is accepted. Caryn suggested that we put a reimbursement limit until the proposal is accepted. Anne feels that we need to put the decision on the discretion of the chair of the sport committee to reimburse until there is a new plan. Katrin felt that would open up the door to say that anything will be reimbursed until the new policy comes in affect. Anne said that is up to the chair of the sport committee based on a case-by-case basis. David stated that Heidi's basic feeling about this is that until the Board tells her otherwise, all she is doing is making sure the documentation is correct and advising the board that the shows have properly completed all of the documentations that are required to be sanctioned to be considered for reimbursement. It's her understanding that the board will decide if the show is reimbursed or not. Anne said that makes sense. Barb said that in just looking at the three cases that are requesting now, that all of us would be real reluctant not to reimburse the Delmar show even though that particular show has had support for many years. The Santa Ynez show is brand new and just getting started. While Gudmar has had three shows, this is the first one that is sanctioned so that one is new and just getting started. So personally Barb did not feel comfortable telling Kimberly that the board is sorry but this Delmar show is going on for years and we just aren't going to reimburse this show anymore. While we aren't saying that, we are giving the Board the discretion to and in the future, while the committee is coming up with a new proposal, it will be equally difficult to

deny financial support. Bernie asked if the Board would be comfortable stating that we would reimburse any qualified sanctioned shows up until the end of 2007. After 2007, there would be a new policy in place. Anne agreed. Caryn feels that the Board has to have a policy that will weigh each request on a case-by-case basis. Caryn feels that in the past the show organizers have been on an honor system and it's always been understood that if the show made money, then there would be no financial help. Caryn feels that now people have an entitlement to the financial support as long as they have 20 horses or more. This was never the intent of the policy. Caryn feels that Gudmar is doing an extremely good job but being able to have more than one judge (whether they are family or not) just not entitle him or anyone else for automatic reimbursement. Barb feels that it's time to start asking for financial income and expense reports to prove the losses. David feels it would be much more feasible to limit the amount and say that if that the risk of any additional expenses would be the show organizers responsibility. Bernie felt that this was a good point and the sport committee should come research this information and come up with a proposal for the Board. All agreed.

Reconsider High Point Program previously proposed by the Competition Committee (Katrin Sheehan):

David Kline was available for this meeting to clarify the High Point Award system. Bernie explained that the program looks really good but we had two things that we agreed as a board that we wanted added to the program and one was something that considered the scores per the horse's ability and the second was to allow the riders to decide if they want to be included. The High Point Award proposal did not include the scores per horse and wanted the participation to be mandatory based on the fact that all the scores are published any way.

David and Heidi Kline were under the assumption that the Board hoped that they would consider the scores per horse in this High Point Award system at some point in time in the future. He didn't realize that this was something the Board wanted to see in this system right away. Bernie stated that he remembers that the Board agreed to the program pending these two items. Katrin Sheehan said that it was not mandatory but Bernie asked if it could be a possibility. She felt that it was not a stipulation. David said that if we do change the system to include the horse's ability, we would be the only FEIF country to do so. This is based on a world ranking system and the results are sent to FEIF where they are recorded under the same program as the FEIF world ranking program. David felt that this is something that the committee can work on; however, he felt that since it is not what is done with the FEIF world ranking system, it muddies the water so to speak. David also explained that if we now also give awards to the horse and rider combination, the program becomes that much more expensive to offer. Ann was concerned about those riders who wanted to keep track of their scores on the horse and rider combination and she thought that for her own purposes, she could ride one horse in the individual programs and the other in the intermediate programs. Barb stated that would work until her score would eliminate her from the intermediate programs. David then stated that they would consider making Amateur (single on the track) classes mandatory for sanctioned competitions. Ann was pleased that as long as there are ways to do track the horse and rider combination within the system and not make additional work and expense. Bernie then confirmed that the tracking of the horse's scores is not a prerequisite to the board accepting the High Point program. Barb's concerns were more about the growth of competitions within our country and how this was going to impact that. She felt that it is difficult for farms to host competitions that will pay for themselves and even without the High Point System, she sees the top performance riders not entering other classes to help support the event itself. This program now puts a situation in place where riders may not consider riding a second horse in other classes for fear that it will lower their average score. David felt that that the fact that the

program only averages the two top scores, it would not bring their average down and you would still have the opportunity to compete with your higher level horse. Barb then asked, if as long as your able to compete twice with your higher level horse your best two scores count toward the averaging for a final score. David agreed. Bernie confirmed that a separate ranking of the horse's scores is not a prerequisite to accepting the High Point System for our competitions. As far as concern number two, which is to allow competitors to opt out of the High Point System. David reminded the Board that we currently do not ask permission to publicize scores that are posted on the web site and quarterly. David asked why this National Ranking system would be any different then what is done now. David also suggested that the show organizers can include a statement on their show registration form that says something like: By participating in this competition, you accept and acknowledge your permission to publicly post your scores. David would like to avoid coming up with an additional document where we would have to get every participant to give permission for us to post scores. Ann felt that we should try to keep the documentation simple. Katrin asked if anyone has ever opposed to having their scores posted. No one on the board remembers having this issue come up so they all feel that it is a non-issue. We can address this issue if someone would show some concern. Katrin does not feel posting scores is a negative and now with this system there is a possibility of an award also. For the record Bernie verified that we will withdraw both of these recommendations (the one involving the horse's score and the one asking for permission to participate in the program) the High Point System proposal.

Laura reminded us that we have to decide on whether to include the 2006 competition scores in the High Point System. David stated that they are still discussing this on the sub-committee. He would like to take it to the entire sport committee for additional opinions and they will have a proposal for the Board by the next meeting.

Barb indicated that there was some conflicting wording in the proposal regarding the date of the presentation of the award. Barb did not have the document and David was not aware of it but will research it to be sure it's clearer. However, he stated that this is a calendar year award but the awards are not presented until the annual meeting. She thought there may have been a date typed in the proposal and the annual meeting but she felt that she possibly misunderstand and the date was for the calculation and then the award was presented at the annual meeting. David will review it to be sure it's not confusing.

Purchase of Congress Cell Phone for use at International Events (Katrin Sheehan): Katrin felt that it would be too difficult to arrange to use two separate cell phones while at an international event. She feels that everyone has their own cell phone and would probably not use an additional one to try to keep Congress related phone calls separate. All agreed.

2008 Annual Meeting: Katrin is putting together information to possibly hold the 2008 Annual Meeting in Georgia. She reports that the expenses would be the same, if not less then last year's meeting in Texas. She has since booked the location in Texas, however, has 60 days to cancel if need be.

Congress Promotional Brochures (Laura Benson): Nothing to report at this time.

Liability Insurance for International Youth Events (Bernie Willis): This issue was addressed in the discussions regarding FEIF Youth camp in the U.S. in 2009 under NEW BUSINESS.

NEW BUSINESS:

FEIF Youth camp in the U.S. in 2009: Sandie has four people on the committee so far. Two locations in California are being considered. The theme will be something similar to “A week in the OC”. The first location considered is the Newport Dunes. It’s an aquatic camping location which includes a very secure and safe, salt water bay offering swimming, kayaking, volley ball, movies on the beach at night, a swimming pool. There is a bicycle track around the entire bay and there is a fairy to Balboa Island that is within walking distance from the camping area. The fairy goes across the bay to Balboa Peninsula to visit the Balboa fen zone. The next four days would include camping with Icelandic Horses at Casper’s Park which is just a highway transport to San Juan Capistrano. Shannon Neese will work on a questionnaire to send to the previous FEIF Youth Camp attendees in the next three weeks to get their input on previous events. The budget cap is 500 Euros per camper. As of today that’s about \$691 per camper (not including air fare). Sandie will need a copy of our insurance policy along with the phone number of the agent so she can report all the activities that will be needing coverage. Sandie will have all the participants fly into John Wayne Airport. Sandie also researched the bus services in her area and the most reasonably priced was the provider of busing to the schools in the area, however, they require a million dollar liability insurance policy for the service. Sandie is continuing the research on more activities so she feels the event is off to a good start. Sandie expects there will be about 50 participants (including chaperones), however, realistically the expense of travel from Europe to California will be quite high and she felt that may limit the participation level. Sandie reported that within the 18 countries in FEIF, 17 of them are allowed to send two participants each. The host country is allowed to send 10 participants. Sandie has experienced four camps so far. In Canada there were 18 participants, in Switzerland there were 14 participants, in Iceland there were 50 campers and in Sweden there were 40 participants. Sandie is planning for the maximum amount of campers here in the U.S. which would be 50. Prices for Newport Dunes and Casper’s Park are based on how many camping spaces will be used. For examples, Casper’s fees are \$15 per night and they allow 6 people per camping space. The committee would organize all the camping equipment needed such as tents, meal equipment, etc. The horses will be provided by the three regional clubs in California. In Canada, the camp was located at an Icelandic Horse farm where they had 10 horses available for use so the campers formed two groups and each group had two rides on these 10 horses for the entire week. The youth camp in Switzerland did not include any Icelandic Horse riding at all. They offered a horseback ride in the Alps but that was not on Icelandic Horses. Iceland and Sweden offered a lot of Icelandic Horse riding for the campers. Sandie feels that European camper will not be traveling to Southern California thinking that they will have a lot of Icelandic Horse riding. But she doesn’t feel that will be a problem to have Icelandic Horse owners committee to this event and bring horses for the campers to ride. Ed felt that we have a lot of time to organize these details.

Bernie received some information from our agent Mickie at Best Insurance. “Your policy covers members for any activity sponsored or sanctioned by USIHC that is anywhere in the world. Liability is world-wide just as in your homeowner’s policies. We just have to know who the member is and where and when they are doing the event so we can prepare the certificate of insurance for the over-seas party. Hope this clarifies things, *signed* Mickie” Caryn felt it might be a good idea to make all these campers members. Ann Elwell questioned that if Congress sponsors an evaluation for example,

and our insurance covers this as a Congress event and one of the spectators (that is not a member) is hurt at this event, Ann asked if that non-member is not covered. Bernie explained that she is covered under our liability insurance. Ed added that he feels the campers will be covered. When we renew our insurance we list the events we have planned and for the year of 2009, we would list that event and give them prior notification for it. Ann feels that we should specifically ask the question as to whether the campers at this event are covered during all activities. Barb added that with the regional club in her area, they try to have member-only events because she thinks that our policy states that members cannot sue the organization. So if there are non-member participants, they are covered more so than the members. However, if our members are in Europe and get hurt, I think this specific question should be asked of our agent. Bernie stated that he also understood that if a Congress member is hurt, that would be covered under their own policy, however, if one of our member's horses in some way hurt a non-Congress member, then they would be covered and our member would be protected. Barb felt that was correct. Sandie asked if we have to take \$35 out of their fee and make them members. Bernie asked if they would qualify as members based on our constitution; are they residents, do they own horses here, etc. Sandie said that we do have members that do not qualify with that scenario. Barb stated that then they should not be members. Anne felt that junior members are not subject to the same membership qualifications as adult members because they do not have a vote. Caryn agreed but Bernie felt that this needs more clarification and something we cannot deal with at this meeting. Anne would like to pose some of these hypothetical questions to Mickie. She feels that Mickie would give definite answers to these questions fairly quickly. She doesn't think it's a good idea to make any assumptions with regard to insurance. Bernie agreed and he will get back to Mickie with these concerns. Sandie asked if Bernie could send her a copy of the policy. Bernie said he could but it really doesn't give any information other than their address and contact information and it states that we have a million dollars worth of spectator liability insurance coverage. No more details other than that. This is all that Bernie received when he asked for a copy of the insurance policy. Sandi felt that we at least could rent the school bus for the Youth Cup event however; Bernie stated that we only have specific "spectator" liability coverage and we have to realize that this coverage is very specific. Barb feels that with her dealings with organizational insurance coverage and commercial farm insurance, it is very difficult to understand. She has found that many farms will put on events as a matter of fact and assume they have coverage. Once specific "what-if" questions are asked, and then we find out that there isn't coverage for some of these events. Caryn stated that she is totally confused and asked if we have this camp and we have kids from the U.S. attend (we are allowed to have 10) and those youth members get hurt, then they aren't covered because they are a members. Bernie and Barb felt that was correct. Everyone agreed that we did not want to be in a position that any youth (member or not) would not be covered in one of our events. Caryn felt strongly that we need some kind of liability coverage that would blanket all participants. Bernie gave an example that if one of us was teaching riding lessons and we wanted insurance for our students, this would be a separate policy from what the organization has and it would be about three times the cost. Caryn feels that we cannot host a function like this and not have coverage. Everyone agreed. Ed felt that our policy covers us for liability only. Barb felt that our coverage was more specific to "spectator liability" and that liability coverage comes under different umbrellas. Caryn stated that it is very important that we have the right liability coverage for this event and everyone agreed. Bernie asked Caryn if she could research this concern and she said she would see what kind of information she could find out. Anne felt that Mickie at Best Insurance specializes in Equine coverage and we should be able to get the information from her. Bernie said that he could try that again.

August 2007 Board Meeting: Bernie does not think he will be able to get phone contact for a teleconferenced meeting next month. He will be at the World Championships in Holland and then in Europe through the end of August. Vice President, Sandie Weaver, will be in charge of the August meeting. Sandie said she would be available. We all agreed that we will have a meeting on August 21st.

Meeting adjourned.

2004 - 2007 Income/Expense Financial Reports for Registry Membership Accounts

2004 USIHC REGISTRY ACCOUNT		2004 USIHC MEMBERSHIP ACCOUNT		
INCOME				
Bounced Check Fee	5.00	MEMBERSHIPS:	18,650.00	
Brochures	90.00	Individual	13,380.00	
Duplicate Registration Fee	400.00	Family	5,270.00	
Horse Show	599.00	Pleasure Riding Pgm.	584.00	
Horse Show Class fees	560.00	Advertising-Quarterly	3,155.00	
Late Stallion Report Fees	2,800.00	Farm Listing:Website	3,300.00	
Mailing Fee	10.00	Stallion Book	800.00	
Membership Paid To Registry Income	150.00	Annual Meeting Dinners	1,450.00	
Registration Fees	12,885.00	Iceland-Equine Affair	8,000.00	
Transfer Fees	2,780.00	Misc.	894.00	
TOTAL INCOME:	20,279.00		36,833.00	
				COMBINED INCOME: 57,112.00
EXPENSE				
2003 Breeding Certificates	28.06	Quarterly Publication	14,446.00	
2003 Breeding Evaluation expense	113.40	Taxes (1999 - 2003)	2,224.00	
2003 Breeding Evaluation Judges Fees	3,969.37	Tax Prep	775.00	
2004 Breeding Evaluation Certificates	56.12	Website Maintenance	1,252.00	
Bad Debt	105.00	Advertising (Trade Pubs.)	1,135.00	
Breeding Trophy Name Plate	127.00	Office Exp & supplies	53.00	
Clerical (data entry person before Asta)	4,153.00	Equine Affair	8,733.00	
Computer (Program development for data base)	1,597.50	FEIF Youth Camp Jackets	402.00	
FEIF Judges Air Fare Horse shows	5,121.51	Conf. Calls for Board Mtgs	2,653.00	
FEIF Youth Cup Trophy	35.77	FEIF Membership Dues	1,828.00	
Judges Food Horse Show	150.00	Judge Reimbsmt. For Shows	294.00	
Membership Paid To Registry	340.00	Mailing/Shipping	286.00	
New Checks and Deposit Slips	91.24	Insurance	2,701.00	
Office Supplies	292.44	Dues Refund/Overpaymts	245.00	
Postage and Delivery	605.93	Show Display Booth	3,609.00	
Printing and Reproduction	678.94	Pleasure Riding Pgm Awards	0.00 (First year?)	
Refund Over Payment Of Transfer Fees	140.00			
Registration Fees refund	100.00			
Post Office Box Rental	24.00			
Website	150.00			
TOTAL EXPENSES:	17,879.28		40,636.00	
				COMBINED EXPENSES: 58,515.28
Profit/(loss)	2,399.72	Profit/(loss)	(3,803.00)	COMBINED PROFIT/(LOSS) (1,403.28)

2004 - 2007 Income/Expense Financial Reports for Registry Membership Accounts

2005 USIHC REGISTRY ACCOUNT		2005 USIHC MEMBERSHIP ACCOUNT		
INCOME		MEMBERSHIPS:		(2005=\$15,825 - 2006=\$4,265)
Brochures	40.00	Individual	20,090.00	
Duplicate Registration Fee	100.00	Family	13,605.00	
Horse Show-non mbr.-non reg.	420.00	Pleasure Riding Pgm.	702.00	
Horse Show Class fees	375.00	Advertising-Quarterly	2,443.00	
Farm Listing fees Paid to Registry Income	220.00	Farm Listing:Website	4,950.00	
Horse Show Lodging for FEIF Judge at DelMar	75.00	Stallion Book	200.00	
Late Stallion Report Fees	2,300.00	Judging Seminar	7,675.00	
Membership fees Paid To Registry Income	220.00	Annual Meeting Dinners	1,120.00	
Registration Fees	11,610.50	FEIF Dues from Registry	766.00	
Reimbsmt. For Judges Airfare	58.42	IRS refund	374.00	
Reimbsmt. For Judges Training Seminar	279.17	Iceland-Equine Affair	1,000.00	
Transfer Fees	2,640.00	Insurance refund	968.00	
		WC Tryout fees	2,950.00	
		Reimbursement for FEIF Conf.	363.00	
		Misc.	36.00	
TOTAL INCOME:	18,338.09		43,637.00	
				COMBINED INCOME: 61,975.09
EXPENSE				
Bank Charges	7.15	Quarterly Publication	14,644.00	
Clerical (Data entry person before Asta)	3,346.00	Taxes (1999 - 2003)	8,125.00	
Computer (Program development for data base)	760.00	Tax Prep	175.00	
FEIF Judges Air Fare for Horse shows	4,528.16	Website Maintenance	1,628.00	
FEIF Judges Food Horse Show	150.00	Advertising (Trade Pubs.)	425.00	
Judges Training Seminar	279.17	Office Exp & supplies	232.00	
Office Supplies	532.99	Equine Affair	1,455.00	
Postage and Delivery	488.77	FEIF Youth Camp Jackets	400.00	
Printing and Reproduction	490.44	Conf. Calls for Board Mtgs	1,889.00	
Refund Over Payment of Registration Fees	70.00	FEIF Membership Dues	5,098.00	Includes 2006 dues
Refund Over Payment Of Transfer Fees	15.00	Judge Reimbsmt. For Shows	4,284.00	
Reimbursement to USIHC Membership Acct.	1,326.00	Mailing/Shipping	2,539.00	
Worldfengur Fees for enteering Canadian horse:	145.00	Insurance	986.00	
WC 2005 Horse Stalls	2,793.47	Dues Refund/Overpaymts	1,444.00	
		Show Display Booth	1,000.00	
		Pleasure Riding Pgm Awards	389.00	(for 2004?)
		Annual meeting	1,888.00	
TOTAL EXPENSES:	14,932.15		46,601.00	
				COMBINED EXPENSES: 61,533.15
Profit/(loss)	3,405.94	Profit/(loss)	(2,964.00)	COMBINED PROFIT (LOSS) 441.94

2004 - 2007 Income/Expense Financial Reports for Registry Membership Accounts

2006 USIHC REGISTRY ACCOUNT		2006 USIHC MEMBERSHIP ACCOUNT		
INCOME		MEMBERSHIPS:	28,765.00	(2006=\$15,825 - 2007=\$12,940)
		Individual	18,680.00	
		Family	10,085.00	
Duplicate Registration Fee	150.00	Pleasure Riding Pgm.	1,035.00	
Horse Show-non mbr.-non reg.	1,350.00	Advertising-Quarterly	2,650.00	
Horse Show Class fees	225.00	Farm Listing:Website	5,720.00	
Late Stallion Report Fees	1,200.00	Stallion Book	200.00	
Membership fees Paid To Registry Income	60.00	Annual Meeting Dinners	2,250.00	
Registration Fees	12,836.00	IRS refund	1,171.00	
Transfer Fees	2,750.00	Idaho Eval. Fees	240.00	
		Judging Seminar	8,217.00	
		Reimbursement for FEIF Conf.	463.00	
		Youth Cup Appl. Fee	325.00	
		Misc.	156.00	
TOTAL INCOME:	18,571.00		51,192.00	COMBINED INCOME: 69,763.00
EXPENSE		Quarterly Publication	14,835.00	
Bank Charges	517.00	Taxes (1999 - 2003)	1,786.00	
Breeding Certificates for 2005	49.34	Tax Prep	975.00	
Clerical (Data entry person before Asta)	4,130.50	Website Maintenance	1,623.00	
Computer (Program development for data base)	1,235.00	Advertising (Trade Pubs.)	865.00	
FEIF Judges Air Fare for Horse shows	750.00	Office Exp & supplies	1,436.00	
FEIF Judges Food Horse Show	150.00	Equine Affair	1,000.00	
FEIF Youth Cup Trophy	42.53	FEIF Youth Camp Jackets	664.00	
Office Equipment repair	245.20	Conf. Calls for Board Mtgs	2,693.00	
Office Supplies	479.58	FEIF Membership Dues		
Overpd. Horse Show non-member Reg.	45.00	Judge Reimbsmt. For Shows	7,094.00	
Postage and Delivery	651.98	Judging Seminar WHP Judge exp.	666.00	
Printing and Reproduction	719.44	Mailing/Shipping	239.00	
Printing for Annual Meeting-2006	173.49	Insurance	2,429.00	
Reimbursement	403.38	Election	752.00	
Riding Badge Program Patches	609.50	Pleasure Riding Pgm Awards	70.00 for 2005?	
Stallion Report entries	360.00	Annual meeting	3,440.00	
Reimbursement to USIHC Membership Acct.	60.00			
WC 2005 Horse Stalls	354.88			
TOTAL EXPENSES:	10,976.82		40,567.00	COMBINED EXPENSES: 51,543.82
Profit/(loss)	7,594.18	Profit/(loss)	10,625.00	COMBINED PROFIT (LOSS) 18,219.18

2004 - 2007 Income/Expense Financial Reports for Registry Membership Accounts

2007 USIHC REGISTRY ACCOUNT

2007 USIHC MEMBERSHIP ACCOUNT

Mbshp by Dues Year
2007 = \$7,675.00
2008 = \$8,574.08

<u>Income</u>	
Duplicate Registration Fee	150.00
Horse Show-non mbr.-non reg.	450.00
Horse Show Class fees	730.00
Judges Training Seminar	5,385.00
Late Stallion Report Fees	3,600.00
Overpayment of Registry fees	10.00
Registration Fees	14,035.00
Transfer Fees	3,150.00

<u>Income</u>	
MEMBERSHIPS:	16,249.08
Individual	10,678.99
Family	5,535.09
Youth	35.00
Pleasure Riding Pgm.	959.00
Advertising-Quarterly	935.00
Sales of Quarterlys	20.00
Farm Listing:Website	3,493.34 (07 = \$1,650 08 = \$1,843.34)
Stallion Book	300.00
Annual Meeting Dinners	2,145.00
IRS refund	1,723.21
Idaho Eval. Fees	1,432.50
Idaho Eval. ID implant fees	50.00
Spaeri Award Donation	300.00
Misc. other income	0.08
WC Tryout Fee	2,900.00

TOTAL INCOME: 27,510.00

TOTAL INCOME: 30,507.21

COMBINED INCOME: 58,017.21

<u>Expenses</u>	
Awards for retiring 06 Board Members	383.84
Breeding Evaluation	147.00
Clerical (Asta'd registry work)	6,487.50
Clerical (Asta membership work)	40.00
Computer (Program development for data base)	260.00
FEIF Judges Air Fare for Burbank 3/07 show	771.60
FEIF Judges Air Fare for Santa Ynez 5/07 show	1,213.75
FEIF Judges Air Fare for Kentucky 11/07 show	913.12
FEIF Judges Air Fare for Del Mar 6/07 show	1,416.00
FEIF Judges Air Fare for L.A. 2007 show	1,222.06
FEIF Judges Air Fare for Santa Ynez 10/07 show	1,177.40
FEIF Judges Food Horse Show	450.00
FEIF Meeting for WF Registrar	585.00
Judges Training Seminar	4,601.57
Office Supplies	588.28
Postage and Delivery	442.40
Printing and Reproduction	864.06
Printing for Annual Meeting-2007	28.88
Web Site hosting	200.00
WC 2007 Horse Stalls	2,135.00

to NEIHC re: judge trans
Judges Airfare combined
6,713.93

<u>Expenses</u>	
Quarterly Publication	11,710.94
Tax Prep	350.00
AOL account closing	103.60
Advertising (Trade Pubs.)	515.00
Annual Meeting: Dinner	1,917.18
Speaker related	1,849.46
Meeting rooms for 2 days	1,428.73
Display booth at meeting	232.44
Conf. Calls for Board Mtgs	1,599.51
Office Exp & supplies	681.23
Equine Affair	1,123.68
FEIF Conference related expenses	3,287.23
FEIF Membership Dues	2,396.76
Return check fee	18.00
Spaeri Awards cash & plaques	355.99
Postage	246.95
Insurance	1,737.00
Election	295.43
Pleasure Riding Pgm Awards	995.61
WC Stalls for 2007	2,553.41
WC Tryout expenses	4,510.00
Website	1,898.40
WorldFengur exp.	1,220.07
Youth Camp exps.	421.30
Youth Committee exp.	183.08

Annual Meeting 07 Total:
5,427.81

for 2006 & 2007?

TOTAL EXPENSES: 23,927.46

TOTAL EXPENSES: 41,631.00

COMBINED EXPENSES: 65,558.46

PROFIT/(LOSS) 3,582.54

PROFIT/(LOSS) (11,123.79)

COMBINED PROFIT/(LOSS) (7,541.25)

USIHC 2007
Registry - Membership
Income/Expense Report
Revised March 20, 2008

USIHC 2007 Registry - Membership Income/Expense Report

REGISTRY ACCOUNT

January 1, 2007 Beginning Balance \$64,208.84
December 31, 2007 Ending Balance \$67,791.38

Income

Duplicate Registration Fee 150.00
Horse Show-non mbr.-non reg. 450.00
Horse Show Class fees 730.00
Judges Training Seminar 5,385.00
Late Stallion Report Fees 3,600.00
Overpayment of Registry fees 10.00
Registration Fees 14,035.00
Transfer Fees 3,150.00

TOTAL INCOME: 27,510.00

Expenses

Awards for retiring 06 Board Members 383.84
Breeding Evaluation 147.00 to NEIHC re: judge transp.
Clerical (Asta'd registry work) 6,487.50
Clerical (Asta membership work) 40.00
Computer (Program development for data base) 260.00
FEIF Judges Air Fare for Burbank 3/07 show 771.60 Judges Airfare combined
FEIF Judges Air Fare for Santa Ynez 5/07 show 1,213.75 6,713.93
FEIF Judges Air Fare for Kentucky 11/07 show 913.12
FEIF Judges Air Fare for Del Mar 6/07 show 1,416.00
FEIF Judges Air Fare for L.A. 2007 show 1,222.06
FEIF Judges Air Fare for Santa Ynez 10/07 show 1,177.40
FEIF Judges Food Horse Show 450.00
FEIF Meeting for WF Registrar 585.00
Judges Training Seminar 4,601.57
Office Supplies 588.28
Postage and Delivery 442.40
Printing and Reproduction 864.06
Printing for Annual Meeting-2007 28.88
Web Site hosting 200.00
WC 2007 Horse Stalls 2,135.00

TOTAL EXPENSES: 23,927.46

PROFIT/(LOSS) 3,582.54

MEMBERSHIP ACCOUNT

January 1, 2007 Beginning Balance \$29,135.18
December 31, 2007 Ending Balance \$18,011.39

Income

MEMBERSHIPS: 16,249.08
Individual 10,678.99
Family 5,535.09
Youth 35.00
Pleasure Riding Pgm. 959.00
Advertising-Quarterly 935.00
Sales of Quarterly 20.00
Farm Listing:Website 3,493.34 (07 = \$1,650 08 = \$1,843.34)
Stallion Book 300.00
Annual Meeting Dinners 2,145.00
IRS refund 1,723.21
FEIF Eval. Fees (Flugnir) 620.00
Evaluation Non-member fees 62.50
Spaeri Award Donation 300.00
Misc. other income 0.08
WC Tryout Fee 3,700.00

TOTAL INCOME: 30,507.21

Expenses

Quarterly Publication 11,710.94
Tax Prep 350.00
AOL account closing 103.60
Advertising (Trade Pubs.) 515.00
Annual Meeting: Dinner 1,917.18 Annual Meeting 07 Total:
Speaker related 1,849.46 5,427.81
Meeting rooms for 2 days 1,428.73
Display booth at meeting 232.44
Conf. Calls for Board Mtgs 1,599.51
Office Exp & supplies 681.23
Equine Affair 1,123.68
FEIF Conference related expenses 3,287.23
FEIF Membership Dues 2,396.76
Return check fee 18.00
Spaeri Awards cash & plaques 355.99
Postage 246.95
Insurance 1,737.00
Election 295.43
Pleasure Riding Pgm Awards 995.61
WC Stalls for 2007 2,553.41
WC Tryout expenses 4,510.00
Website 1,898.40
WorldFengur exp. 1,220.07
Youth Camp exps. 421.30
Youth Committee exp. 183.08

TOTAL EXPENSES: 41,631.00

PROFIT/(LOSS) (11,123.79)

Mbshp by Dues Year
2007 = \$7,675.00
2008 = \$8,574.08

COMBINED INCOME: 58,017.21

COMBINED EXPENSES: 65,558.46

COMBINED PROFIT/(LOSS) (7,541.25)



Meeting Logistics

- Meeting will run from approximately 9am to 5pm
- Morning and afternoon break
- Lunch at approximately 1pm (River City Grill in hotel, fast food across the street)
- Buffet dinner at 7:30pm in hotel

President's Report for 2006

Andrea Barber

What was New on the Board Level for 2006?

- Regularly scheduled board meetings
- Officer and committee reports at each meeting
- Board meeting agendas sent to all the regional clubs and posted on the USIHC website prior to all meetings
- New procedures for putting motions before the board for voting
- Official votes and recording the votes in the minutes
- Including decisions the board made on its e-mail list in the official meeting minutes

2006 Saw the USIHC Board Become More Productive and Harder Working than Ever Before

- In 2005 approximately 1,719 board e-mails were exchanged on the USIHC board dedicated e-mail list. In 2006, that number jumped to 4,921 e-mails. An increase of 186%!
- In 2005 approximately 4 board meetings were held via teleconference. In 2006, that number jumped by 100% to approximately 8 board meetings held via teleconference.

2006 Also saw the USIHC Membership Become More Involved and Harder Working than Ever Before

- Several committees became headed up by members, with a liaison to the board:
 - Pleasure Rider committee (Amy Goddard)
 - Website committee (Mark Peal)
 - Sport committee (Heidi Kline)
 - Election committee (Martina Gates)
- New for next year:
 - Quarterly committee (Judy Strehler)

USIHC Membership – More Involved and Harder Working than Ever Before

- We saw the introduction of members on several committees. Some new, some already existing:
 - Quarterly committee
 - Website committee
 - Promotion committee
 - Pleasure Riding committee
- New for next year:
 - Constitutional Review committee

And Countless Other Members!!

Thanks to all of you!

2006 Saw a Renewed Commitment to the USIHC's Participation in FEIF

Two USIHC members and one USIHC board member attended the FEIF Conference in Glasgow, Scotland:

- Katrin Sheehan (Breeding)
- Nicki Esdorn (Education)
- Sandie Weaver (Youth)

New Board Officers for 2007

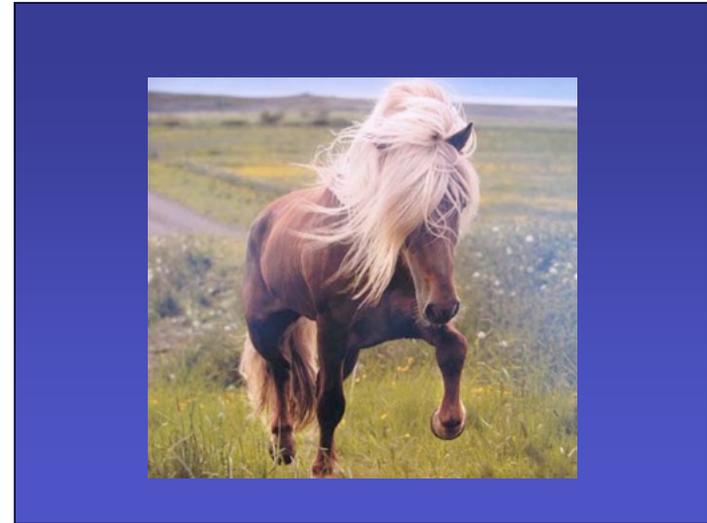
- Bernie Willis, President
- Sandie Weaver, Vice President
- Barb Riva, Secretary
- Ed Hilgaertner, Treasurer

Committee Chairs for 2007

- Breeding, Katrin Sheehan
- Sport, Heidi Kline (board liaison Katrin Sheehan)
- Quarterly, Judy Strehler (board liaison Anne Elwell)
- Regional Clubs, Andrea Barber
- Education, Bernie Willis
- Promotion, Laura Benson
- Youth, Sandie Weaver
- Website, Mark Peal (board liaison Katrin Sheehan)
- Pleasure Riding, Andrea Barber (in transition from Amy Goddard)
- Constitutional Review, Anne Elwell

Big thanks to all who contributed
to the USIHC's efforts in 2006!





Secretary's Report

- 2006 Annual Meeting
- Monthly Board Meeting Minutes
- Communication Highlights
- Info@icelandic.org
- 907-346-2223
- 907-357-4233
- 907-301-0355

Treasurer's Report

OPENING BALANCE (1/1/06):	16833.75
INCOME - BY CATEGORY	
Memberships:	
Individual	18680.00
Family	10085.00
Pleasure Riding	1035.00
Advertising - Quarterly	2650.00
Farm Listing on Website	5720.00
Stallion Book	200.00
Annual Mtg Dinner Deposits	2250.00
Youth Cup Deposits	225.00
Y/C Refund	100.00
Judging Seminar	8216.76
IRS Refund	1170.60
Reimbursement FEIF Conf	463.16
Idaho Eval Fees	240.00
Misc	156.25
INCOME TOTAL:	51191.77
CLOSING BALANCE:	68025.52

Treasurer's Report

EXPENSE - BY CATEGORY

Quarterly Publication	14834.80
Taxes (2005-2006)	1786.27
Tax Prep	975.00
Website Maintenance	1622.50
Advertising (Trade Pubs)	865.00
Election Expenses	751.91
Office Expenses	1435.85
Mailing and Shipping	239.17
Equine Affair	1000.00
FEIF Youth Camp	664.43
Youth Cup Mailings	52.65
Conf Calls / Board Mtgs	2693.15
Judging Seminar - Judge Fee	7094.00
Expenses	665.97
Insurance	1429.00
Pleasure Rider Awards	70.00
Annual Meeting	3440.24
EXPENSE TOTAL	39619.94
CLOSING BALANCE (12/31/06)	28405.58

USIHC TREASURY COMPARISON - 2004 / 2005 / 2006

INCOME - BY CATEGORY

	2004	2005	2006
Memberships:			
Individual	13380	13605	18680
Family	5270	6485	10085
Pleasure Riding	584	702	1035
Advertising	3155	2443	2650
Farm Listing on Website	3300	4950	5720
Stallion Book	800	200	200
Annual Mtg Dinner Deposits	1450	1120	2250
Iceland (Equine Affair)	8000	1000	
Misc	894	36	156
W/C Tryout fees		2950	
Judging Seminar		7675	8217
Insurance Refund		968	
IRS Refund		374	1171
FEIF Dues from Registry		766	
Reimbursement - FEIF Conf		363	463
Y/Cup			325
Idaho Eval Fees			240
INCOME TOTAL	36833	44236	51192

USIHC TREASURY COMPARISON - 2004 / 2005 / 2006

EXPENSE - BY CATEGORY

	2004	2005	2006
Quarterly Publication	14446	14644	14835
Taxes (1999-2003)	2224	8125	1786
Tax Prep	775	175	975
Website Maintenance	1252	1628	1623
Advertising (Trade Pubs)	1135	425	865
Office Exp & Supplies	53	232	1436
Equine Affair	8733	1455	1000
FEIF Youth Jackets	402	400	664 (Y Camp)
Conf Calls / Board Mtgs	2653	1889	2693
FEIF Membership	1828	5098 (inc. 2006)	
Shows / Judges	294	4284	7094 (Judge Fee)
Sponsor Expenses			666
Mailing / Shipping	286	2539	239
Insurance	2701	986	2429
Dues Refund / Over Pays	245	1444	
Show Display Booth	3609	1000	
Pleasure Riding Awards		389	70
Annual Meeting		1888	3440
Election Expense			752
EXPENSE TOTAL	40967	46546	39620

Registry Report

Income/Expense:

1/1/06 through 12/31/06

Beginning Balance	56,614.66
Income	18,571.00
Expenses	10,976.82
Overall Total	7,594.18
12/31/06 Ending Balance	\$64,208.84

Registry Report

Income:

Duplicate Registration fees	150.00
Horse Show Class fees	225.00
Horse Show non member and non registered Fees	1,350.00
Late Stallion Report fees	1,200.00
Memberships paid to registry	60.00
Registration fees	12,836.00
Transfer fees	2,750.00
TOTAL INCOME	\$18,571.00

Registry Report - Expenses

Bank Charges	517.00
Breeding Certificates For 2005	49.34
Clerical	4,130.50
Computer	1,235.00
FEIF Youth Cup Trophy	42.53
FEIF Judges airfare for judging at sanctioned shows	750.00
FEIF Judges food at sanctioned shows	150.00
Membership Paid to Registry	60.00
Office Equipment Repair	245.20
Office Supplies	479.58
Over PD Horse Show Non-Mem. Reg.	45.00
Postage and Delivery	651.98
Printing and Reproduction	719.44
Printing for Annual Meeting 2006	173.49
Reimbursement	403.38
Riding Badge Program Patches	609.50
Stallion Report Entries	360.00
World Championships 2005 Horse Stalls	354.88
TOTAL EXPENSES	10,976.82
OVERALL TOTAL	7,594.18

Icelandic Horses Registered for Year 2006

	Domestic Bred Under 12 Months	Imported Under 12 Months	Domestic Bred	Imported from Iceland	Imported from Canada	Imported from Iceland through Canada	Imported from other countries	Transfers	Total Registered Transfers not included	Total Transfers
Mares	46	0	43	59	13	0	3	119	164	113
Stallions	37	0	13	12	2	0	1	21	65	21
Genderings	8	0	23	28	0	2	2	44	53	41
Total 2006	91	0	79	99	15	2	6	Total	292	178
Total 2005	94	0	77	78	23	2	2		276	183
2006 total	3 less	same	3 more	21 more	8 less	same	4 more		16 more	5 less

2006: Total number of horses registered: 292
 2006: Total number of horses transferred: 178
 Domestic Horses registered 1847
 Imported Horses registered 1357
 Total number of Icelandic horses registered with the USIHC 12/31/06 3204
 Total number of horse owners in USIHC data as of 12/31/06 /06 1159
 Total number of horse owners in USIHC data as of 12/31/03/05 1052
 Total new horse owners in 2006 107

Recorded for 2006
 Horse that were gelded 19
 Deaths 6
 Duplicate registrations 4

Worldfengur 87 horse left to enter

USIHC Stallion Reports as of 3/06/07

Year	Total Reports Filed	Number of Breedings (whether or not they produced)	Number of Foals Registered from all Breedings	Number of Stallions Leased
'05	78	211	49	7
'04	80	240	102	6
'03	78	278	123	6
'02	67	268	109	6

Owners, Horses and Members* by State for 2006

State	Owners	Horses	Members
AK	31	56	15
AL	4	10	1
AR	4	10	2
AZ	17	34	4
BC	5	14	2
CA	292	893	107
CO	37	86	9
CT	9	11	7
DE	1	1	0
FL	14	19	4
GA	3	11	3
GER	1	3	0
HI	4	8	3
IA	7	19	3
ICE	1	2	0

* Members column only count one member per household even if they have a family membership. This column will not match the membership list count.

Owners, Horses and Members* by State for 2006

State	Owners	Horses	Members
ID	25	131	5
IL	12	23	6
IN	19	49	10
KS	3	3	1
KY	29	88	11
LA	1	2	0
MA	34	66	24
Manitoba	2	2	0
MD	10	33	4
ME	20	42	11
MI	20	36	6
MN	43	123	21
MO	3	6	3
MT	14	32	4
NB	1	1	1

* Members column only count one member per household even if they have a family membership. This column will not match the membership list count.

Owners, Horses and Members* by State for 2006

State	Owners	Horses	Members
NC	7	21	4
ND	1	1	1
NE	1	1	0
NH	6	14	3
NJ	23	49	17
NM	28	65	4
NV	6	9	1
NY	36	136	33
OH	47	146	15
OK	11	24	2
Ontario	2	2	0
OR	42	147	8
PA	17	30	19
RI	4	5	3
SC	7	44	3

* Members column only count one member per household even if they have a family membership. This column will not match the membership list count.

Owners, Horses and Members* by State for 2006

State	Owners	Horses	Members
SD	2	4	0
TN	21	53	3
TX	16	30	7
UT	11	37	3
VA	14	28	10
VT	27	99	13
WA	100	277	27
WI	48	124	19
WV	8	28	8
WY	8	16	2
TOTAL	1158	3204	472

* Members column only count one member per household even if they have a family membership. This column will not match the membership list count.

USIHC Membership Count

	2006	2005
Voting Memberships	592	491
Individual Memberships	346	325
Family Memberships	120	83
Junior Memberships	97	61
Total Membership	689	552

Breeding Committee

- 2006 Evaluations: Cascade and NEIHC
- International Breeding Show Scores – WorldFengur
- Evaluations Planned in 2007: Flugnir and NEIHC
- Evaluation Handbook
- Adoption of FIZO
- US Breeding Horses Eligible for WC

US Horses Eligible for WC Breeding Competition

Osk from Helms Hill (M)	Martina Gates, NY	8.17
Heljar from Mill Farm (S)	Mill Farm, NY	8.08
Gaefa from North Salem (M)	Lorrie Thompson, CA	8.05
Hamur from Mill Farm (S)	Mill Farm, NY	8.03
Lipurta from Mill Farm (M)	Mill Farm, NY	7.90
Herkir from Northstar (S)	Lanny Carroll, OH	7.89
Sola from Helms Hill Farm (M)	Shannon Fitzgerald, NJ	7.88
Kolka from Alfasaga (M)	Bonnie Lindell, IN	7.85
Saela from Helms Hill (M)	Karen McDonald, NY	7.78
Hremsa from Helms Hill (M)	Heidi Roberts, NY	7.72
Hetja from Helms Hill (M)	Bruno Podlech, Germany	7.74
Stjarna from Rocking R (M)	Rich Porter, ID	7.73
Nott from Flying C (M)	Linda Templeton, WA	7.71
Isafold from Helms Hill Farm (M)	Greg Lunn, KY	7.66
Hafrun from Helms Hill (M)	Marise Grimm, Germany	7.66
Skella from Helms Hill (M)	Birga Wild, Germany	7.66
Oskadis from Mill Farm (M)	Lori B. Leo, MA	7.59
Prinsessa from Mill Farm (M)	Dan Slott, NY	7.53
Drottning from Curtis Icelandic Horse Farm (M)	Jeanne Martinet, IN	7.50

FEIF Education Conference



Education Committee

- Companionship – Patience – Guidance
- Judges and Riding Instructors
- Future Seminars

Pleasure Rider Program

- 71 members in 2006
- 55 adults and 16 juniors
- Up 33% (by 24 members!) from 2005

2006 Breakdown by Region:

- 23 Eastern (6 juniors)
- 26 Central / Mountain (6 juniors)
- 22 Western (4 juniors)

Pleasure Rider Program

**2006
Winners!**

Pleasure Rider Program

Western Region – Adult Division

- 1st: Alys Culhane, Palmer, AK
581 Points
- 2nd: Morgan Venable, Santa Cruz, CA
477 Points
- 3rd: Donna Rich, Santa Monica, CA
407 Points

Pleasure Rider Program



Alys Culhane

Pleasure Rider Program



Morgan Venable

Pleasure Rider Program



Donna Rich

Pleasure Rider Program

Western Region – Junior Division

- 1st: Lucy Nold, Santa Cruz, CA
641 Points
- 2nd: Alexandra Venable, Santa Cruz, CA
397 Points

Pleasure Rider Program



Lucy Nold

Pleasure Rider Program



Alexandra Venable

Pleasure Rider Program

Central / Mountain Region – Adult Division

- 1st: Raven Flores, Roberts, WI
1,866 Points
- 2nd: Kristin Shirley, Waterville, MN
676 Points
- 3rd: Gerald Oliver, Pelican Rapids, MN
617 Points

Pleasure Rider Program



Raven Flores

Pleasure Rider Program



Kristin Shirley

Pleasure Rider Program



Gerald Oliver

Pleasure Rider Program

Central / Mountain Region – Junior Division

- 1st: Kevin Draeger, Morristown, MN
657 Points
- 2nd: Aubrey Wood, Morristown, MN
556 Points
- 3rd: Leah Miller, Rosemount, MN
316 Points

Pleasure Rider Program



Kevin Draeger

Pleasure Rider Program



Aubrey Wood

Pleasure Rider Program



Leah Miller

Pleasure Rider Program

Eastern Region – Adult Division

- 1st: Nancy Wines-DeWan, Yarmouth, ME
566 Points
- 2nd: Kelly Pierce, Middletown, PA
498 Points
- 3rd: Bonnie Borgerson, Sylvania, OH
477 Points

Pleasure Rider Program



Nancy Wines-DeWan

Pleasure Rider Program



Kelly Pierce

Pleasure Rider Program

Eastern Region – Junior Division

- 1st: Hilary Houldsworth, West Stockbridge, MA
358 Points
- 2nd: Megan Milloy, Catharpin, VA
237 Points
- 3rd: Emily Potts, Southwick, MA
114 Points

Pleasure Rider Program



Hilary Houldsworth

Pleasure Rider Program



Megan Milloy

Pleasure Rider Program



Emily Potts

Pleasure Rider Program

Freedom Ride 1,000-Hour Club

Margaret Sharon, Newton, NJ
1,138 Hours

Ronelle Ingram, Santa Ana, CA
1,098 Hours

Lisa McKeen, Moxee, WA
1,012 Hours

Pleasure Rider Program



Margaret Sharon

Pleasure Rider Program



Ronelle Ingram

Pleasure Rider Program



Lisa McKeen

Pleasure Rider Program

PRP for Regionals Results:

- 1) Saint Skutla: 43%
- 2) NorCal: 40%
- 3) LAIHA: 30%
- 4) Flugnir: 26%
- 5) NEIHC: 16%
- 6) FIRC: 15%
- 7) Klettafjalla: 13%
- 8) Cascade: 12%
- 9) Alaska: 11%

Pleasure Rider Program

New for 2007:

- “Iron Butt” Award
- Driving Division
- Therapeutic Riding Divisions
Riders and Volunteers

Pleasure Rider Program

Welcome Andrea!
New PRP Chair

Promotion Committee



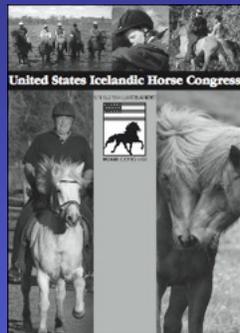
USIHC Booth and Display

Promotion Committee



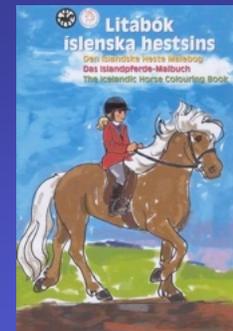
FEIF Flag

Promotion Committee



Trail Rider Magazine Ad

Promotion Committee

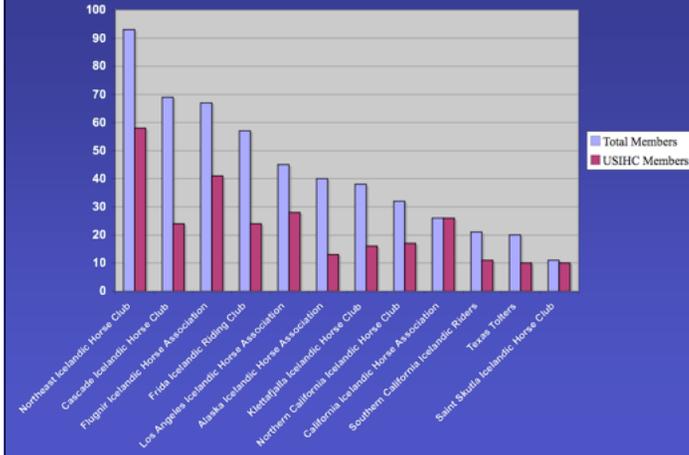


Icelandic Horse Coloring Book

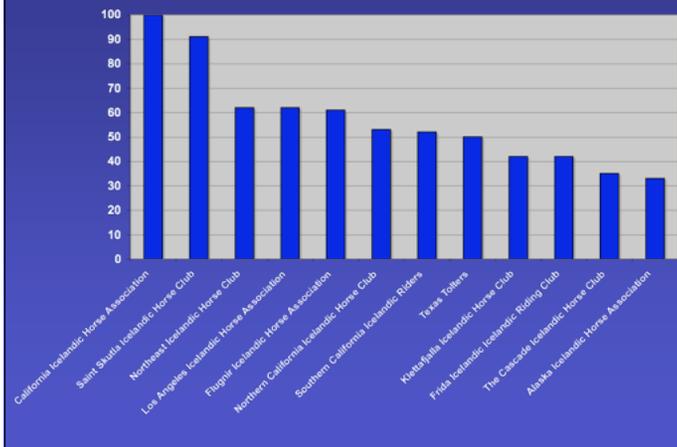
Regional Clubs Report

- 12 clubs total spread out over the entire United States
- One new club, Los Angeles Icelandic Horse Association
- Lost one club, The Heartland Icelandic Horse Club
- Current projects: insurance for all

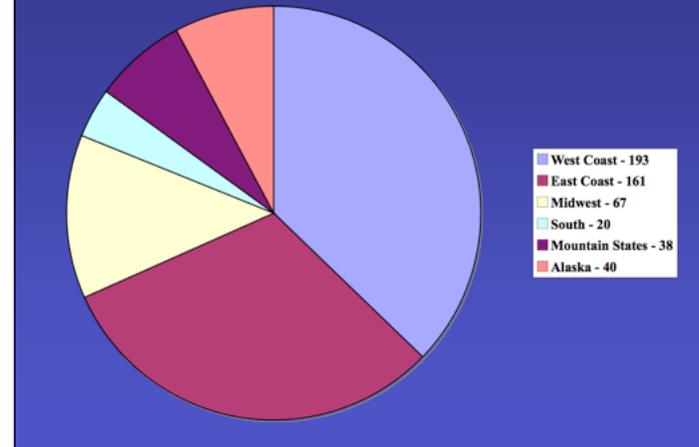
Membership of Regional Clubs



Percentage of Club Members that are also USIHC Members



Distribution of Regional Club Members by US Region



Sport Committee



2006 CHANGES

- Betsy Covert, our Sport Leader for many years, retired this past fall. Sport Chair is now Heidi Kline.
- Sanctioned shows require the use of Ictest Software
- We have now switched over from US rules to the FIPO rules with some small additions to support needs specific to the U.S.
- Raised minimum scoring for participation at the World Championship from 5.0 to 5.5
- Green Card Requirements for foreign riders trying out for the US Team at the World Championship is now 1 year instead of 3 years.

2006 Sanctioned Events



Show Documentation

- Judges cards
- Announcer cards
- Class score sheets
- USIHC Competition Rules
- USIHC Show Results
- USIHC Rules for Sanctioned Shows - PDF
- Schooling Show Results
- Schooling Show Handbook - PDF
- FIPO - PDF
- FEIF Sport
- World Championships Tryout Requirements - PDF
- Calendar of Events

All are now available from Heidi or downloaded from the website



WORLD CHAMPIONSHIP TRYOUTS 2007

FEIF International Judge
Einar Ragnarsson

Tryout Locations

Winter Horse Park S75 W35621 Wilton Rd Eagle, WI 53119 (262)594 5152	Rocking R Ranch 21578 Lansing Lane Middleton, ID 83644 208-658-2230	Flying C Ranch 3600 Roblar Avenue Santa Ynez, CA 93460 (805)688-1393	Helms Hill Farm Helms Hill Road Washingtonville, NY 10992 (845) 496-5561
Barb Riva winterhorse@centurytel.net	Karen Olsen kjo@xmission.com	Asta Covert asta@tolt.net	Anne Ellwell pruthur@aol.com
May 12th	May 15th	May 17th	May 19th

High Point Award

A sub committee with representatives from the East, West, Midwest and South is working towards the development of a High Point Award that would be awarded each year. The focus of the subcommittee is to develop a scoring system, choose which level of classes are eligible and what the winners may expect to receive. The subcommittee will bring the result to the full committee in a proposal format for further review, discussion and vote.



Quarterly Committee

Page breakdown for the past four issues:

	Jun '06	Sep '06	Dec '06	Mar '07
Total pages ¹	44	44	52	52
News and articles	20	28	31	36
Advertising ²	19	12	12	12
House ads ³	2	1	6	1

1 Includes the front cover, the standing text on the inside front cover, and the table of contents on page 3.
 2 The number of ad pages is rounded to the nearest whole number.
 3 House ads include USIHC enrollment forms and announcements of USIHC activities.

Quarterly Committee

Growth:

- Regional Clubs: steady growth in news submitted by clubs and space allotted in Quarterly.
- Increasing number of general articles submitted by members is gratifying.

Quarterly Committee

Process Improvement

Production:

- Website staging area set up for storing large digital files
 - Photos
 - Ads
 - Page proofs
- Committee members view files online during production.
- Easy transfer of large files for layout in preparation for printing.

Quarterly Committee

Process Improvement

Advertising:

- New process for managing ad submissions.
- Ensure quality of reproduction.
- Ensure accuracy of accounting.

Youth Committee

- FEIF Annual Meeting, Glasgow
- Regional Youth Directors
- FEIF Youth Cup 2006
- Spaejari Award
- FEIF Youth Camp, Sweden 2007

FEIF Youth Camp 2001



FEIF Youth Camp 2001



FEIF Youth Camp 2001



FEIF Youth Camp 2001



FEIF Youth Camp 2001



FEIF Youth Camp 2001



FEIF Youth Camp 2001



FEIF Youth Camp 2005



FEIF Youth Camp 2005



FEIF Youth Camp 2005



FEIF Youth Camp 2005



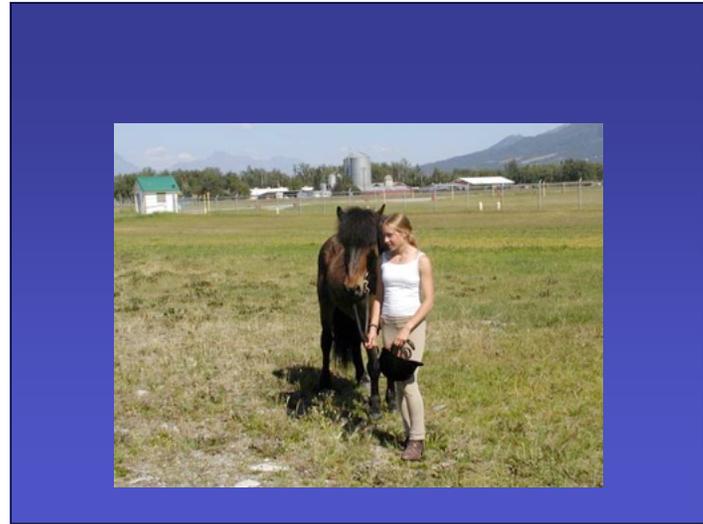
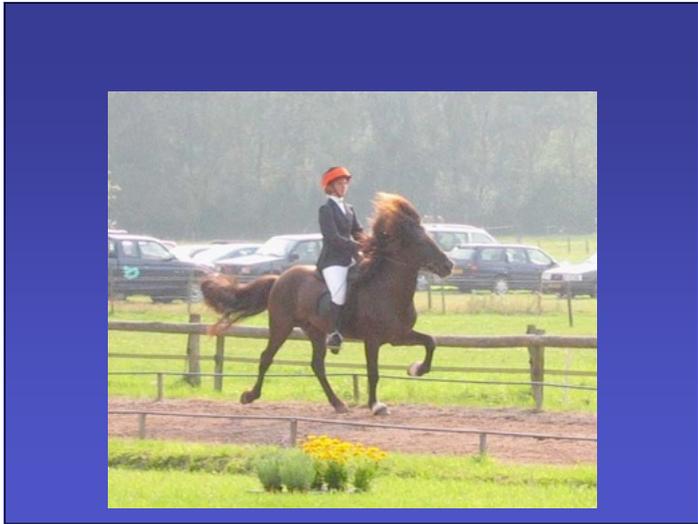
FEIF Youth Camp 2005



FEIF Youth Camp 2005









Website Committee

icelandics.org

- Website is growing as a news medium as well as repository of static info.
- Post news and announcements quickly.
- Updates to many sections.
 - Committee pages
 - Registry rules, forms, instructions
 - FAQs
- Board meeting agendas and minutes.
- Activity calendar busy and vibrant.
- Bulletin Board page cleaned up.

Website Committee

icelandics.org

Current project: Navigation

- Committee reviewing the site's wealth of content.
- Discussing better ways to organize it.
- Developing better navigation to make content easy to find, more satisfying for the user.

Website Committee

icelandics.org

- Online proposal tracking, membership renewal functions.
- Projects with specific charter from the Board.
- Reported separately.

Election Committee

- Martina Gates (chair)
- Amy Goddard
- Nicki Esdorn
- Karleen Oosterwal

Election Committee

- Ballots redesigned from previous years:
 - better identification from USIHC
 - improved ability to vote anonymously
 - to clarify voting instructions
- 570 ballots sent out on Jan 15
- Ballots counted on Saturday, March 10

Election Committee

- 276 valid ballots received (47% of eligible USIHC members)
- 2 junior members voted (not counted)
- 2 revotes after change made to accept ballots containing less than 3 votes
- 6 ballots (non-members) not counted
- 1 member voted twice (we counted later postmark)
- 4 ballots returned – incorrect addresses
- 2 “hanging CHADs!”

Election Committee

Suggested Improvements:

- Clarify that the membership ID slip and the ballot itself must be separately inserted into the return envelope
- The membership list must be broken down into individual member names (not grouped with partners, spouses, children) by adult and junior status, and duplicates should be removed
- Allow members to vote for 3 candidates, or less

Election Committee

Suggested Improvements:

- Constitution must be revised to make ballot count date no earlier than March 7 or the weekend following as volunteers may work and cannot always meet during the week
- Take into account that the final postmark date (Feb 28) could fall on a weekend and you must give adequate time for all ballots to arrive at the election headquarters

Election Committee

Results:

- Katrin Sheehan: 189
- Ed Hilgaertner: 168
- Laura Benson: 149
- Heidi Kline: 127
- Judy Strehler: 113
- Dawn Shaw: 74

Agenda Proposals

Tasks and Responsibilities for Country Leader and Team Leader on the FYCup

After the FYCup 2006, the FEIF youth committee revised the tasks of these two functions and this revision was approved by the annual youth leader meeting 2007 in Glasgow.

A Country Leader (CL) is/shall:

- Be able to understand, talk and write English.
- Be able to talk openly and participate on the daily CL meetings throughout the week.
- Must be over 20 years of age and respected by the participants from his/her country.
- Is to be the linkage between the host country/FEIF and the home country and the parents.
- Is responsible for sending in the relevant paper work (incl. passport for the people and horses and also the FEIF ID no.) in time to FEIF before the FYCup. The CL is also responsible for making sure that the paperwork is in order, with vaccinations etc as well as to make sure that the participants have the correct insurance.

Tasks and Responsibilities for Country Leader and Team Leader on the FYCup

A Country Leader (CL) is/shall (continued):

- The CL is requested to arrive to the FYCup before his/her participants on the official date of arrival. In case the participants choose to arrive before the official arrival day, this does not apply.
- Shall sleep together with his/her participants every night (and go to be at the same time as the participants 23.00).
- Responsible for his/her participants during the whole FYCup. If the participants wish to arrive earlier and/or leave later than the dates of the FYCup, they are no longer automatically the CL's responsibility in the eyes of FEIF. The responsibility for extra days, as well as for the transportation to and from the FYCup is up to the country to decide about.
- Is responsible for the tidiness of stable and caring of the horses (hay, water, cleaning, etc.) of his/her participants.
- Is to bring 2 national flags to the FYCup; 1 to carry around on a pole during the ceremonies and 1 to have on a big flagpole.

Tasks and Responsibilities for Country Leader and Team Leader on the FYCup

A Country Leader (CL) is/shall (continued):

- Is responsible to bring miniatures of the trophy the country has donated, as well as bringing trophies previously won at the FYCup by a participant from his/her country. If the CL fails to bring the trophies and/or miniatures the country will have to pay a fine to FEIF of EUR 100 per missing item.
- Is to prepare something with his/her participants for the country evening.
- Is to make a packing list for his/her participants.
- Is to hand in a written report about the week the last day of the FYCup (on Saturday).
- Is responsible so that his/her participants leave there lodging as well as stable tidy.

Tasks and Responsibilities for Country Leader and Team Leader on the FYCup

A Team Leader (CL) is/shall:

- Be able to understand and talk English and shall also understand that English is the official language of the FYCup hence shall be the language to use throughout the week.
- Be able to talk openly and participate on the daily TL meetings throughout the week.
- Positive, outward going and smiling – “stars.”
- Must be over 18 years of age.
- Shall know about competitions, the FEIF youth cup classes in FIPO and be good organizers.
- Shall follow his/her team to the trainings and make sure that the team is on time to the trainings.
- Shall be with his/her team on the trainings to assist the trainer and make notes about the trainings.

Tasks and Responsibilities for Country Leader and Team Leader on the FYCup

A Team Leader (CL) is/shall (continued):

- Shall talk to the trainers about which class which participant is the most suited for and is also responsible for handling the entries for the participants to the competition.
- Shall help his/her team members to make the dressage program and hand them in to the competition office.
- Is to be the linkage between the host country/FEIF and the team.
- Takes part in the team test.
- Shall check the team's equipment; be there for the riders, horses and team.

USHIC Annual Meeting
2007

Andrea Barber welcomed everyone, expressing appreciation to those who had traveled considerable distances to come. She then introduced the Board members in attendance: Ed Hilgaertner, Barb Riva, Sandie Weaver, Anne Elwell, Caryn Cantella, Katrin Sheehan, and Bernie Willis, and explained that Lauren Benson, another Board member, could not be present.

Andrea then gave attendees a brief overview of today's agenda, with an explanation of break times, and lunch and dinner options and times.

Andrea began with the President's report from 2006. She particularly wanted to explain some changes that have occurred this year.

Regarding regularly scheduled Board meetings, she explained that, prior to this year, Board meetings had been held quarterly, or as needed. However, the Board came to realize that, due to the amount of work, and things that needed to be taken care of on a regular schedule, they should move to more frequently scheduled meetings. Currently, meetings are held every month.

Another change this year was to have officer and committee reports given at each Board meeting. A recap of committee activities and officers' activities is held at every meeting. This serves to keep the general membership informed.

Andrea said that she tried to set the agendas up in advance as much as possible, and to have those agendas posted on the website, and also sent out to the regional clubs. She emphasized the importance of sending it out to the regional clubs, so they could decide if there was an issue or a topic they were interested in, and if they would want to have an observer in on that meeting.

Bernie has instituted a procedure for putting motions before the Board for voting, and Andrea explained that this was the first year they had actual voting, and those votes were posted in the minutes.

Another change this year has been to have a recording of any email-made decisions, and to put those in the minutes, with the intention of keeping the membership informed.

Andrea shared the following statistics to illustrate the productivity of the Board in 2006: in 2005 we had approximately 1,719 Board emails exchanged on our list; in 2006 that number increased to 4,921 emails, an increase of 186%. It works out to be approximately 14 emails a day for every day of the year. Also, in 2005, we had about 4

Board meetings that were held via teleconference. In 2006, that number increased to 8, a 100% increase.

In 2006, we saw the membership getting involved in the organization more than ever before. We had several committees that became headed up by members, with a liaison to the Board. The pleasure rider program became an actual committee. New for this coming year, we have the Quarterly committee, headed up by Judy Strehler. Also new for the coming year will be a Constitutional Review committee.

Andrea thanked everybody who took the time and volunteered. "We on the Board, as volunteers, all know that it's hard to make time and take time, and we thank you for doing that."

In 2006 Andrea said we also saw a renewed commitment to our participation in FEIF. We had one member, Nicki Esdorn, and two Board members, Katrin Sheehan and Sandie Weaver, attend the FEIF conference in Glasgow.

The following are our Board officers for 2007: Bernie Willis as President, Sandie Weaver as Vice President, Barb Riva as secretary, and Ed Hilgaertner as Treasurer.

The following are our committee chairs for 2007, which include some changes. Breeding: Katrin Sheehan; Sport: Heidi Kline, the Board liaison is Katrin Sheehan; the Quarterly: Judy Strehler, the Board liaison is Anne; Regional Clubs: Andrea Barber; Education: Bernie Willis; Promotion: Laura Benson; Youth: Sandie Weaver; Website: Mark Peal, Board liaison is Katrin Sheehan. Amy is resigning from the Pleasure Riding committee, "and we have a lot to thank her for". Andrea will be taking over that position, working with Amy to make the transition over the next year. There is a new Constitutional Review Committee, headed up by Anne Elwell.

Andrea closed her presentation with a "big thanks for all who contributed in 2006", and asked for questions. When there were no questions, she then turned the meeting over to our new President for 2007, Bernie Willis.

Bernie Willis thanked Andrea, saying: "You can see that Andrea has done a wonderful job in advancing the cause of the Icelandic horse over this past year, and I look forward to trying to follow her example and activity levels for this next year. I think we'll have an exciting time together."

Bernie said that he had the official minutes from last year's annual meeting in his hand. Although he would not take the time to read them out loud, he wanted everyone to know they were available if anyone wanted to see them.

Rich Moore, Virginia, asked if the minutes from last year's meeting were posted anywhere. Bernie replied that they had not been, but they could be, and Rich said, "Yes, could you? It would be nice if they were posted somewhere." Bernie asked Barb Riva to make a note of Rich's request.

Bernie then explained the procedure for publishing minutes in the past, and asked for a show of hands to see how many in the group were actually reading them. The response was good.

Bernie said that as the Secretary he has been responsible for answering the emails that come to the Congress. The office is at his home, and the email address on our website is info@icelandics.org, and he receives emails from people throughout the country at this address. Bernie said, "We seem to be building towards a crescendo of interest towards the horse. It used to be that I would get an email a month from someone asking where could I find a horse, and now it's almost one every day. And so, I refer people to the farm listings, and we develop more interest in the horse through our website and this system."

Bernie said he receives only about one phone call a week at the Congress phone number, 346-2223, and that "the internet has just taken over since we've gotten info@icelandics.org." However, to maintain communication with all of the members and people interested, Bernie has listed the Congress number, his home phone number, and his cell number, so that he can be fully accessible to the membership.

Then Bernie told the following story: "Recently, my wife and I made a transition in our residence. Our official mailing address is still the same. We still have daily contact with our house in the city, but we are living at the farm. And as we were unpacking some things at the farm the other day, I went through this little fire safety box, and down in the bottom of this box was a small yellow envelope I had never seen before. I picked it up and I looked at it and wondered, what in the world is this? On the outside of the envelope, in my father's bold printing—and he's been deceased for about 14 years—it said, "upon my death, give to my son, Bernie." Well, I'd never seen this before. I opened it up, and inside was this message: 'William Allen mailed this dollar to his niece. He was killed in 1849, after staking a claim. The murder was believed committed by his competitors. William Allen was an uncle to Cora's mother. William was in California during the gold rush. This coin was passed down through the family to

me, a rather personal treasure.' And I thought, you know, that's kind of special. That means something to me, this little, tiny gold coin, smaller than a dime. And then I realized, you know, together, as members of this Congress, we have a treasure that we all are involved with, something that's much more important to us than a dollar gold coin. It treats us kindly. It keeps us focused. It gets us up in the morning. We have to attend to it during the day. We deal with it during the evening. For many reasons it's unique among all equines. It deserves our attention and support. And let me tell you, its gold is more than skin deep, hidden at the bottom of the box. And I'd like our focus this next year to be on the promotion of our favorite equine, this Icelandic horse. We shouldn't focus on ourselves, but upon knowledge and education of this great animal that we're here for."

Next, Ed Hilgaertner, Treasurer, addressed finances. He explained that the bulk of the organization's income comes from memberships. About \$28,000 forms the basis of our operating expenses every year, and that varies only by the amount of the members involved. The actual dollar amount varies because it's a mix of families and individuals. This year the membership was "somewhere in the neighborhood of 600 people".

Ed referred to a print-out showing total income, the opening balance and the closing balance. Then he addressed expenses. He explained that a major expense is the Quarterly, and that it has been about the same for the last three years. He shared the news that this year the Congress achieved tax-free status, and is now a 501c corporation. Last night he mailed off amended returns for previous years, and there is a possibility the Congress might receive rebates on that from the IRS, possibly totaling \$3,000 - \$4,000.

Next Ed addressed judging fees, explaining they were basically the two judging seminars that we had this year. He acknowledged that insurance has increased somewhat, and explained that they are looking into some kind of insurance that might be able to cover everyone in all the regional clubs under the same policy. Our current insurance covers the Board of Directors, and a set number of events which we try to anticipate ahead of time. Occasionally there are extra expenses for approved events, and the insurance company charges an additional fee.

So, in summary, the total expenses were \$39,600, and the closing balance at the end of the year was \$28,000—about what our membership fees were.

In reference to the annual dinner deposits, Ed said he didn't think that number was going to be quite the same this year. He said that the Icelanders used to contribute substantially to The Equine Affair. They no longer do that, so that particular income category no longer exists.

Comparisons: the judging seminar is pretty similar. That expense may also go down this year, 2007, as regional clubs become more involved and more active. The expense to the Congress will go down as they become more self-sufficient. From the very beginning it was a goal of the Congress to support these activities until they could support themselves, as incentives, as part of good use of the members' money.

The reimbursement from the FEIF conference was for individuals who attend. Sometimes FEIF bills the Congress in one amount for our annual membership, so in the past, those individuals reimbursed us. This year we decided to support that from the Congress point of view, because we believe it's a benefit to all the members to have a presence at FEIF.

The last item is Idaho evaluation fees. It turns out that \$15 per horse goes to FEIF. It's like a tax, but it's also a benefit.

Expenses: the Quarterly is about the same; the taxes should cease to be an expense. Website maintenance will probably stay the same. It consists mostly of the person who updates the website, and two website site fees that we pay, one for the domain name, and the other one to maintain the server.

Ed then discussed advertising in trade publications, explaining that it can change depending on the activity, and that it's difficult to assess the impact. It's felt that it's important to "keep the name out there", better to do it than to not do it". And, although that number can vary, it isn't ever going to be a huge marketing expense, primarily because the Congress is not in the business of selling horses.

The FEIF membership cost varies based on the number of members we have. In 2005 they sent us the bill for two years. The bill for 2007 has been paid, but you won't see that until next year's meeting. It's a similar number, \$1,800. It depends on the exchange rate also.

Ed then asked if there were any questions. There were not. He then gave the floor to Bernie Willis, to further address the insurance issue.

Bernie explained that every state has specific rules about insurance. Companies will apply to cover liabilities on a per-state basis. So the first problem in finding coverage that would cover all of the states, all of the regional clubs, was in finding an insurer who would do that. He stated that he found one, Equisure that insures for U.S. Equestrian. Their quote for general liability insurance was \$9,000. Bernie explained that if we take away our current insurance cost, and divide the \$9,000 between the regional

clubs, we come up with around \$750, which is about \$200 more than the current regional clubs are paying for their own individual insurance. Bernie expressed regrets that he didn't have a more positive report at this time, but said they will continue to explore insurance options.

Rich Moore, Virginia, asked if the slides that had been shown were available to individual numbers.

Ed replied that he hadn't made enough copies for everybody, but that they will be published on the website. He offered to get a copy for Mr. Moore, who thanked him.

Steve Barber asked, "Aren't those going to be published in the Quarterly?"

A speaker, (*unidentified*), replied that "all of the things you see here will be published on the website and in the Quarterly," and Mr. Barber expressed his appreciation for the clarification.

Caryn Cantella took the floor next for the Registry report. She said that she had put copies on the table for everyone, and would "just go through it quickly".

Caryn said that the beginning balance was \$56,614.66. Income was \$18,571.00. Expenses were \$10,976.82. "The overall was \$7,594.18, leaving a balance of \$64,208.84."

She explained that they had a little more left over this year because the sanction shows seemed to be able to cover more of their expenses, and we didn't have to put quite as much money out to FEIF judges for Sporting.

Caryn asked for questions; there were none. She then went on to speak about the horses that were registered for 2006, and referenced a chart. The total number of horses registered is 292. The total number of horses transferred is 178. The total number of domestic horses registered is 1,847. The total number of imported horses is 1,357, making our total 3,204. Members: to date we have 1,159 horse owners. We have 107 new horse owners this year. She said she has about 87 horses left on the data base to register in WorldFengur. About 30 - 40 of them were foundation horses, and the rest are offspring of those foundation horses. She explained it had been a particularly busy year, and she had "left some of the really hard horses to the end. Hopefully, this year it's my goal to get the rest of those horses in."

Caryn asked for any questions on this report.

Dawn Shaw, Washington, said that she was curious about horses that have come down from Canada, that are not in WorldFengur, that are registered.

Caryn replied that she was talking about horses that have borne domestic offspring here. She explained that she is only concerned about getting the U.S.-born horses in, so the only imported horses she puts in are those that have offspring here. For example, imported geldings, such as from Canada, she does not enter. Or, if there's a mare that's registered here from Canada, if they don't have any offspring, she doesn't enter them in WorldFengur.

Dawn asked if Canada, or some other country, was responsible for entering them in WorldFengur. Caryn replied that Canada has joined WorldFengur, and they will now be responsible for entering their own horses, and Dawn thanked her for the information.

Steve Barber, upstate New York, asked why there was an expense for the riding badge program patches, and how that relates to the Registry.

Caryn replied that the monies that are in the Registry are typically set aside or used for new programs or things that don't have to do with the general membership. When the Congress decides to do a special event, then they usually tend to go to the Registry money, and can withdraw funds from there. Steve thanked her for her answer.

Caryn said that there has been a question about investing the surplus money that is in the Registry, and wanted to remind people that that's an accumulation of 25 years in the ending balance. She said Steve has started to look into it. Although they haven't made a decision yet, the plan is to take a portion of that and put it some place where we can make some interest on it.

Caryn next spoke about the stallion reports. She explained that they start with 2005 because she doesn't have any offspring yet for 2006, and that she went through 2004, 2003, and 2002, to give the members a comparison. In 2005 there were 78. Out of that there were 211 breedings. There have been 49 foals registered out of those 211 breedings so far; seven leased. As the years go down, she said you'll see that the number of foals registered come up. People aren't necessarily registering their foals the first year in which they're born, so it doesn't mean those are the only foals that will be registered. She pointed out that in 2003, now there are 123 foals registered. But, there is a problem, because maybe half of the foals are getting registered within the first couple of years. Caryn said they are looking for ideas on how to get people to register early, as that would be beneficial.

Dawn Shaw, Washington, remarked that it made her think about DNA, because people have to do a DNA before they register the foals. She asked if there was any plan to set up a contract with U.C. Davis, and if that would make it easier if we did. Caryn replied that she didn't think it would make the process any easier. She mentioned that WorldFengur is asking to have genetic markers on file. But as far as the process, a person still has to fill out the form, pull a hair, and send it in.

Dawn then asked about the expense. Caryn said she thought it would probably still come out about the same, because of the paperwork expenses involved. She said they had looked at it years ago when they first started with blood-typing. Caryn said she would check into the price and check on the contracts, to see what difference it would make. She checked for clarification that Dawn's interest was in obtaining a less expensive fee for DNA testing.

Dawn said she thought there might be other advantages as well, and is looking at overall advantages to both the members and the Congress. She asked if the organization would then begin handling the records themselves, as part of it. Caryn said that, years ago, when she checked into it with the blood-typing, they would send the results directly to the Congress, so if there was something incomplete, for example a form filled out incorrectly by the owner, then the Register would then be responsible to contact the owner. Caryn said she was trying to stay away from extra work that could be taken care of by the owner. It would take another step, as opposed to the owner working directly with Davis to find out what they're missing. She said she would check into it, as things could have changed over the years that she is not aware of. Dawn thanked her.

With no further questions at that time, Caryn then went on to point out a document on the screen reporting owners, horses and members by state. She said she would leave it out for people to look at.

Caryn then went on to report the membership status, as follows: in 2006, 592 voting members, 346 individual members, 120 family members, and 97 juniors, for a total of 689 members. In 2005, there were a total of 552 members. She expressed happiness at seeing this increase.

Dawn Shaw, Washington, asked if Caryn knew what the trend in memberships was for 2007, if many people were renewing, and if they were getting a good number of new memberships.

Caryn explained they were hoping to get more new memberships because of the WorldFengur subscription. She explained that, due to the Constitution, their memberships don't actually roll over until March 31, 2007, so the data base currently shows both the renewals and the memberships from last year. For that reason, she

couldn't give an accurate report at this time, but she could tell "by a very primitive way by the types of envelopes that come in", and from that, she would say they had not gotten a lot of new memberships, but were doing well on the renewals. Dawn said it would be interesting to compare new memberships to people who are not renewing. She's wondering whether we are losing members.

Caryn clarified, asking if Dawn was looking to see an annual report showing new memberships per year. Dawn replied that she would like to see these numbers and comparisons clarified. Caryn explained how she could track this. Dawn thought this would be interesting for the Board to know, and Caryn agreed to look into doing this.

Rich Moore, from Virginia, asked for clarification on how the numbers were added up, and whether the "voting members" was the total of individual and family. Caryn replied that there are 120 family memberships, but this breaks down differently in terms of adults and children, and that's why they have sorted out how many people can vote. Rich said it looked like the individual and family memberships together don't add up to 592. Caryn explained that many of the families represent two votes.

As there were no further questions, Caryn's report was concluded.

Next, Anne Elwell was introduced to give the breeding reports. As far as evaluations go, Anne said we had two more regional club evaluations in 2006. NEIHC in New York held a second evaluation, and the Cascade Club held its first evaluation this year. At Cascade there were 11 full evaluations, and 6 evaluations for conformation only. At NEIHC there were 18 total evaluations, and 5 for conformation only. Both evaluations went well, despite the fact that they were faced with the necessity for some substantial changes, which she then went on to address.

Anne explained that in the past there had been two kinds of breeding shows. For many years there were national breeding shows that were won under a combination of FEIF rules and national rules in the different member countries. Then, in recent years, there were also international breeding shows, which were a different kind of breeding show. At the World Championships, for example, it's an international breeding show. There were two different sets of rules for these kinds of shows within FEIF.

When we were organizing our first evaluation in 1999, we were advised by FEIF to do them as national breeding shows, and not international breeding shows, because it would allow us much more freedom to fashion some rules that were particularly suited to the U.S., so we did them as national breeding shows. There was no difference to us. They were run by the same rules, and the results could be entered into WorldFengur, so we would have official results. But this year, in February of 2006, the executive Board of FEIF, with no warning whatsoever to any of the member countries, decided that the

results from national breeding shows could no longer be entered into WorldFengur. The countries could enter them in whatever kind of record-keeping system they had, but they would not go into WorldFengur. Only the results of international breeding shows could go into WorldFengur. This was a huge shock to all of the member countries, particularly to new countries, such as the U.S., because we have no system of recording official scores here, and so we are totally reliant on our ability to enter into WorldFengur to have these results posted as official results where people could look them up.

There are certain rules for international breeding shows that create problems for all the countries, but particularly for the U.S. The most significant one is that, for international breeding shows, if you have less than 25 horses, you can use two judges, but if you have more than 25 horses coming to the evaluation, you are supposed to have three judges. As any of you in regional clubs who have experience with this know, the main expense at evaluations is the cost of judges—bringing them, housing them, and fees. It runs around \$2,000 - \$2,500 for each judge. Adding that kind of expense for a third judge would make it very difficult for regional clubs to put on evaluations. Because many people sign up at the last minute, it's difficult for clubs to know in advance if they are going to have less than 25 horses, or more than 25 horses. That seems to be a line that we hover around at all of our evaluations. So, we needed permission from FEIF to say that, even if we went over that 25 horse number, we could still use only two international breeding judges, and have our results go into WorldFengur. We got that permission, which was exceedingly important.

There are two other significant changes. We have never required micro-chipping in this country, and horses appearing for international evaluations must be micro-chipped or freeze-branded. They must have an identification system, which then becomes part of the world record.

There are also "spavin rules", which state that any stallion, 5 years old or older, showing up for an evaluation or the first time, must comply with this rule, which requires x-rays to discern whether that horse is showing any degree of spavin. There are strict requirements as to how those x-rays must be done, etc., and you also have to set up a central agency for review of those x-rays. We requested an extension of the international rule that says this must be done by the time of the evaluation. As we could not meet that, we asked for an extension for a reasonable time beyond that. FEIF granted this extension, and then decided to do that with all the countries, as all the countries were in the same position. As a result, all of our results have gone into WorldFengur from the two evaluations that we had.

In 2007 there are two regional clubs that have applied to do evaluations. NEIHC and Flugnir, in Wisconsin. Theirs will be in June, and NEIHC has applied for a date in

September. Both evaluations have been approved. There is still some ongoing discussion about the NEIHC date.

Anne said they are still hard at work on the evaluation handbook, which had to be put on the back burner because of the things that needed to be done this year to deal with the changes to international breeding shows. These changes also impacted the handbook itself. It's close to a first draft now, and that is expected to be our major focus for 2007.

Regarding the adoption of FIZO. FIZO is the FEIF breeding committee equivalent to FIPO, in the sense that it spells out the rules for breeding shows, registration, etc. However it is much less clear than FIPO, much more ambiguous. In the U.S. we have not formally adopted any of the FEIF documents, although we have followed them. In the Breeding Committee we have followed FIZO. Within the Competition Committee, we have followed much of FIPO. The Competition Committee has now formally adopted FIPO, and Anne suggested that the Breeding Committee formally adopt FIZO. A subcommittee met and reviewed FIZO, and came up with 25 questions/problems/issues within FIZO. These were sent with Katrin Sheehan to the Breeding leaders meeting in Glasgow, and she discovered that the entire Breeding Committee also had issues in terms of just what FIZO means, and she will address that. It was clear that the Breeding Committee was quite different than the Sport Committee.

Anne said she believes that before the year is out there will be revisions to FIZO to make it a clearer document, and that we will formally adopt FIZO. All of these documents can be found on the FEIF website.

Next, regarding U.S. breeding horses eligible for the World Championships: we are able, as a member association of FEIF, to send horses to the international breeding show at the World Championships. The rules we established in the past were that mares had to score 7.5 or above at the evaluation, and stallions had to score 7.75 or above to be eligible. These numbers came from the old, original studbooks in Iceland, which preceded WorldFengur by decades. We can send two horses in the 5-year-old category, mares or stallions, judged separately, and the category for 6-year-old and 7-year-old horses and older. We would look at the horses eligible and interested in going, and elect the ones with the highest scores to go. It costs about \$15,000 to send a horse to the World Championships, which is a limiting factor.

Anne did a list of all horses eligible. There are 19 such horses in the U.S., and she has done a list of the horses and their owners and their scores for people to see. According to WorldFengur, 28 U.S. domestic-bred horses have been submitted for full evaluation. Of that 28, 19 horses, 73%, have met the eligibility requirements to have been entered in the old Icelandic studbooks. That is an impressive percentage! It's even

more impressive to realize that most of these horses have had very little preparation for an evaluation. Many of them go with only a few weeks of training, and these are still the scores they received. There's little doubt that if we had more trainers here, and we could increase the length of training, similar to training horses receive in Europe or Iceland, that a lot of these horses would be first-prize horses. Anne says she has sent letters to the owners of all these horses to see if they are interested in sending their horses. She has only received one response in the affirmative so far.

Anne's report was concluded, and questions were sought.

A woman, (*could not discern the name*), from California, asked if the rule pertaining to having 3 judges for 25 horses included horses for conformation only. Anne responded that it does not. She said that was one of the ambiguities in FIZO that has now been clarified. We are allowed to have horses come for conformation only, and that we "won't run into trouble until we start significantly going over 25 for full evaluation."

There were no further questions for Anne. At this point a brief break was announced.

The meeting resumed with the report from Glasgow from Katrin Sheehan, after comments about the tremendous enthusiasm for going to the conference.

Katrin said she wanted to concentrate on the facts that most concern us at this meeting. Plans are underway to make WorldFengur the only worldwide data base for the Icelandic horse by 2012, and everyone is working towards that. She said there was a report from the genetic evaluation group, concerning how the breeding results of Icelandic horses and the competition results can come together and be found in the offspring of horses. However, she said "there was not a whole lot that the normal person could understand!" She expects that it will be translated into English and be made available on the FEIF webpage. It was clear that there is a significant correlation between the breeding and competition results.

There were a couple of people elected to the Breeding Judges Committee. There is an interesting thing that started in Germany. Barbara Frische has put up an evaluation system for young horses, foals born that year up to 4-year-olds, to evaluate their gaits, their interior—that means their reaction and characteristic points—and the exterior of the horse. She was voted onto the Judges Committee so that she can educate these judges and get more people involved. Katrin expects that there will be a decision made soon as to whether that will be accepted for all the nations. At the Flugnir evaluation this June we will have that available here in the U.S., so she hopes that many people bring young horses and get educated on this topic.

Katrin said that Barbara Frische has a very nice, easy approach to that. She explains how they look at the horse. She judges openly. Every single score she comes up with, she does while she talks, explaining what she is seeing, which is very interesting and well received by the audience.

Katrin said that nothing was voted on in that committee during the two days she was there. She said problems with FIZO concerning the DNA testing and spavin testing of horses came up and were discussed, but there was no solution found yet. She expects many emails to be exchanged in the future on these matters. She said she had a very pragmatic solution to that, which everyone liked. She expects some of these issues will be brought forward at the Board of Directors meeting next month.

She said that regarding the whole issue of FIZO, it was not all written in correct English, and it lacks explanation. She proposed that the U.S. rewrite FIZO, not in its content, but in its structure and language. This was well received by the committee at that time, but not voted upon.

Katrin said there was a discussion about color and breeding evaluations. She said there is a tendency to put more emphasis on young evaluated horses than older evaluated horses. For example, they think a 4-year-old that receives an evaluation over 8 overall is a better horse than a 6-year-old that gets the same result.

Katrin said she would be happy to give people more detail individually, and will make the paperwork available also. Her overall impression was that there are many people with great knowledge, but they are not very well organized, and she would like to see that changed.

Caryn Cantella, California, said she was just wondering if they're more interested in the 4-year-olds reaching 8 or higher because they're looking for the natural ability of the horse, and not the trained ability. Katrin replied, "Very much so, yes."

Dawn Shaw, Washington, expressed concern that people are going to start pushing their 4-year-olds more, which means, if they train in Iceland as much as we were told, they're going to be starting them at 3, and pushing them for a year. She is concerned that there's a risk to the well-being of the horses. Stephanie Surbey, Oklahoma, replied to Dawn's statement, saying that she thought that in Iceland they're only riding them two or three times a week, and not really pushing the 3 ½ year-olds like we would do here. Katrin answered that it depends on the individual, but she thinks they do try to do what is good for the horse, at least the professional trainers do.

As there were no further questions or comments, Katrin's report was concluded.

Bernie Willis spoke, sharing a picture showing Nicki Esdorn, who had represented him at the FEIF Education Committee meeting. He said that the emphasis of the FEIF Education Committee has been to coordinate the education of the teacher-trainers with that of the judges, so that when they're looking at the horse, they're looking at the same thing, and so that the trainers are teaching the horse to do what the judges are looking for the horse to do. There's been a growing separation, but now these things are coming back together. Bernie said he would like to share some notes from Nicki, in which she says there's an analogy between young horses and young riders: smile and wait for them to grow up. Patience and guidance are needed. "I think that applies to just about every aspect of our dealing with horses, and our dealing with young people as well."

Then he shared Nicki's comments on future seminars. FEIF has arranged for seminars that are specific for teachers and trainers. There was one last fall at Holar, which was primarily for qualified teachers and trainers of horses. She wanted to emphasize that, once these people with some credentials have been invited and have had an opportunity to accept the invitation, then these seminars are open to everybody on a first-come, first-served basis. So, if someone has an interest in attending these specific seminars for teacher-trainers in Europe, all they have to do is contact our office, and we'll see if we can get you in.

Nicki mentioned the program that has come out of Holar under the direction of Eyjolfur (Jolli) Isolfsson, the chief riding instructor there. There was an article in the Quarterly this past year about it. She wanted to emphasize that they're seeing more and more horses that are having troubles, and Jolli's response to that was that they have not followed the early training for the 1, 2 and 3 year-olds. This is somewhat a reversal of the previous concept that we don't touch these horses until they are 4. They're still not riding them until they're 3 ½ or 4, but they are now expressing a strong interest in training them, even if only for a week or 2 a year, in their first few years of development.

Regarding the education committee within the U.S. Icelandic Horse Congress, we have continued to develop our sport judge training program. It has been recently written, and rewritten, and the Board has given tacit approval pending a couple of changes, which were reviewed by our Education Committee yesterday. That is now ready to submit to the Board of Directors, as well as our program for breeding judge education. We expect those things to be added to the website in their final form in the next month or so, and we can look ahead to educating in these two important areas.

Next on the program, Amy Goddard addressed the members, and welcomed pleasure riders. She asked for a show of hands of anyone in the room who's currently in the pleasure rider program, or has been in the past. She said that the expression, "if you build it they will come", seems to be working, and the pleasure riding program has really

grown. We had 71 members last year, which represents over 10% of the membership. We have 55 adults and 16 juniors. She is searching for ideas to recruit more juniors, and wondered if one problem might be that they just don't want to keep track of their hours. Last year we went up 33% in one year, by 24 members. We had 23 Eastern, 6 juniors; 26 Central Mountain, and 22 Western, with 4 juniors. She said we may want to think about dividing Central and Mountain, because we're getting more people in the Mountain area. That's growing more significantly than any other region, so we may eventually have four regions.

Amy welcomed Roy Mortenson as a special guest. Roy decided he would like to start riding at the age of 78. He hadn't ridden since he was a boy. He's now been in the pleasure riding program the last several years.

Next, Amy announced the winners. She explained that the points are the hours that you rode that year, combined with any special events that you did. Special events include clinics, parades, demos, and trail rides of 5 or more horses. You also get points if you organized a trail ride, or mounted orienteering, or gymkhana. First place is Alys Culhane, Palmer, Alaska, in the Western region Adult Division, with 581 points; Morgan Venable, Santa Cruz, was second place, and Donna Rich was third. (Pictures of winners were shown.)

Next, Amy announced the junior winners: Western region: Lucy Nold, from Santa Cruz, California, and Alexandra Venable, from Santa Cruz. (pictures shown.) Central Mountain: the famous Raven Flores, with 1866 points. Amy said that even if we didn't have all her camping and trail riding that she does, she still would have won just by the sheer number of hours. She rode over 800 hours last year. And she has one horse! Kristin Shirley from Waterville, Minnesota was second; and Gerald Oliver, who is here. (Gerald was asked to stand up, and applauded.)

Barb Riva gave a report on the Promotion Committee. She said that in the past it had been chaired by just one Board member, but now we have 7 individuals working on the committee throughout the country: Lynne Alfonsi, from Pennsylvania; Deborah Cook, from Minnesota; Lisa McKeen, from Washington; Sali Peterson, from Virginia; Brian Puntin, from Massachusetts; Dawn Shaw, from Washington; and herself, from Wisconsin. She said that, "together we are an enthusiastic group... looking forward to working on many ideas for the future for the promotion of the Icelandic horse." Barb announced that Laura Benson will be taking over the chairmanship of this committee, although Barb will continue to stay on and work with the committee.

Barb said that in 2004 the Congress invested in a tabletop display for regional clubs to use when participating in breed demonstrations throughout the U.S. While there are some requirements to use this display, the Congress will pay for shipping to and from

your area to qualified groups, the regional clubs. This display has been at the Equine Affair since it was purchased. in Springfield, Massachusetts. It has also been at the Equine Affair in Columbus, Ohio, and it will be there again this year, next month, where they will probably be looking for people to man the booth. This year it traveled to Pomona, California for the Equine Affair there. We encourage the regional clubs to take advantage of this very nice display. It comes shipped to the individual's home in a secure package, and then you either ship it back to Sara Conklin, who's taking care of it, or you could ship it on to next location if it's cutting it close. Barb showed a picture, and said it's also on display in the back of the room.

Last year Congress received a gift of a FEIF flag, which is also available for the regional clubs to use at their events and demonstrations. This flag would make a nice addition to the evaluations that are being held throughout the U.S. It is 5' x 8', made to be put on a flag pole, or hung as a banner on the side of a wall.

Barb said she thought many of us would agree that most of our members are trail riders, enjoying these horses out in the open where they excel, and so they decided to try advertising in the first issue of the 2007 Trail Rider magazine. The Icelandic horse had a great feature article there with a lot of good pictures, and they did get a fair amount of inquiries from the farm locations in the U.S. This is one of the two ads that were in Trail Rider magazine, which covered many of the things that different people of different ages are doing.

The Promotion Committee is currently working on a new brochure. Dawn Shaw and Anne had worked on text, and their group is working on procuring pictures and new information for the brochure. They hope to have this available on the website for people to download, which would be easier than ordering them and having someone keep a supply.

Barb said they're also excited about the Icelandic horse coloring book, which was presented to FEIF at the 2007 conference in Glasgow, and has been given as a gift to FEIF in order to allow the member organizations in other countries to print and distribute the book. She said our Youth Committee is currently working on that, and Sandie will talk more about it. Barb said, "It's a beautiful book. It's got pictures to color, and shows the parts of the horse and the tack. I think it would be a nice addition to the youth camps that are cropping up around the U.S. through the regional clubs."

"That's the end of my report. I would also like to invite anyone to join the committee. We could use more representation in different parts of the United States." Then Barb asked for any questions, additions, or comments.

Doug Smith, from California, said that when he came back from Landsmot last summer he had brought back a handful of the Farmers' Association breed brochures, and asked if any thought had been given to using those, as we could get them for free. Barb said she thought Bernie had gotten a supply of them and sent a copy to everyone.

Bernie said he had received several from Doug and had a supply of his own. He had contacted Helga Thoroddsen, who works through Holar, and she said he could have as many as he was willing to pay postage for. He had ordered 100, and that was last November. He's contacted her twice since then, and he still doesn't have them. Bernie said if Doug could "make something happen", it would be appreciated. He had done this as an interim solution. Doug said Lucy is going to be heading to Iceland in about a week, and he will send her to the Farmers' Association office, and have her see about getting a case back to us in the mail.

Sara Conklin, New York, said she still sends out the new members packets, in which she includes a welcome letter, which includes the names of the Board members, a frequently asked questions sheet, something on registering your horse, the magnet, brochures, and a Quarterly. One thing that hasn't been addressed yet is getting extra copies of the Quarterly shipped to her, so she can continue to include these. Barb responded that this had been discussed, and they'd been running out of them due to the increase in membership.

Sara also asked, regarding the booth, that they do need people to send in the required paperwork.

Sverrir Bjartmarz, from Iceland, spoke regarding the booklet that the Farmers' Association has, which was published from the Horse Breeders' Association. He said that it was free, and "it should be possible to send it to you, very easy." He also talked about a very comprehensive educational system at Holar they have been working on for some years, to train riders. He said this is something new that Iceland has been doing for three years, and thought it would be interesting for us to have more information on that system. He said Helga is responsible for that.

Bernie said he has been in contact with Helga on that, and that we have copies of the first three booklets, and have asked for permission to translate it from Icelandic into English, but that so far they "haven't responded in a positive way. They want to be responsible for the translation after they have taught the program at Holar and determined that it is as good as it can be." He said we are very anxious to have access to it, but can appreciate their hesitance to recommend it fully until they have proven it. "So, we're

ready, able and willing to translate. We have our Icelandic-German-English speaker on the Board who's ready to get into it. I look at the pictures so far."

Andrea Barber came to give a report on the regional clubs. She said we have 12 clubs total throughout the U.S. We gained one new club this year, the Los Angeles Icelandic Horse Association, which is very active. Unfortunately, we lost one club, the Heartland Icelandic Horse Club. It seems the toughest thing is getting people together to do the events. This seems to be the main reason we have clubs breaking up—nobody wants to do the organizing, which is a necessity if you want to actually have club events.

The only current project on the table is the idea of insurance for all, which Bernie addressed earlier. This week Andrea polled all the clubs to gain specific information about their insurance, and learned there are 3 - 4 clubs that have no insurance at all, because it's too expensive to obtain. Having no insurance means they can't have any events, and therefore can't build any revenue. It's a tough thing, especially for the smaller clubs, because they really can't get the events off the ground. Many of the clubs that did have insurance said that was their biggest expense, and it was difficult for them. It would really be nice if we could get a general policy for everybody, as that seems to be one of the main things holding clubs back from having more events.

Rich Moore, Virginia, had a question on the insurance. He wondered if the Congress had considered subsidizing insurance costs for the clubs. Andrea agreed that was an idea to consider, and something she had been thinking about also.

Andrea then referred to the charts she had brought, apologizing that she is "not a numbers person." She explained that she receives the numbers in a wide variety of ways from the various clubs, from "scratched on the back of a napkin" to organized computer-created files, and so these numbers are approximate. The graph she referred to showed the total number of members in each club, and how many of that number are Congress members. She said we only have one club, the California Icelandic Horse Association, which is 100%.

Betsy Covert, California, brought up the thought that there should be some sort of "rule of thumb" regarding subsidizing insurance, that it should perhaps be percentage of membership. Andrea said this had come up with Amy and herself when they were doing the pleasure riding program. They were going to do gift baskets, and then realized that a lot of non-Congress members would be enjoying gift baskets. She agreed that this is a similar thing. If Congress is going to give funds, they are going to have to deal with that issue, as there are clubs that do not have a high percentage of Congress members. She said she had noticed, when preparing the graphs, that when club memberships grew, the number of Congress memberships seemed to grow proportionately.

Next she showed a slide which showed that the Northeast Icelandic Horse Club has the most members, and the Alaska Icelandic Horse Association has the least members. The next slide showed the percentage of club members who are also Congress members.

Gerry Oliver, Minnesota, commented that something which might prove to be an incentive would be to say that if a club wants sharing funds from the Congress they must have a 95-98% Congress membership. Andrea again agreed that it's an issue we will have to deal with. She said initially they just wanted to encourage people to join the clubs and get local activities happening. But now, if Congress is going to be giving funds, the clubs will have to give more out, which means more in actual memberships.

Dawn Shaw commented that she is "open to ideas on how to encourage people". She said people who just do pleasure riding often don't think membership in the Congress is important, and she struggles with how to articulate the reasons. She said, "honestly, I could use a little help." Andrea agreed that she also has trouble coming up with good reasons for clubs to have "this back and forth relationship" between the Congress and the clubs. Dawn talked about the difficulty of just getting her club to become a regional club. Her motivating factor was to be able to do evaluations. Andrea said that, for a smaller club, that's not much of a motivation. She said they will have to do more thinking on this issue.

Sophie Katakozinos, New York, said she had a statement to make that she has made "for the last three years." According to Best Insurance in Long Island, who still covers the Congress, she understands that this insurance will cover any Congress member at any event. If all of the regional club members were members of the Congress, they would be covered. She questioned why the Congress would want to support people who are not willing to support the Congress. Andrea said she talked to the woman at Best Insurance and was told that at these regional club events participants would not be covered, even though they are Congress members, because they are not Congress events.

Sophie then asked, if all of these regional clubs had Congress members, why wouldn't the Congress want to support their events? She understands that if there's a cost and income factor, the Congress wouldn't want to subsidize their show, but thought we could do a "separate rule book" or something for that. She believes that if all of the regional club members were members of the Congress, there would be a way to work things out so their events could be covered, which would deal with this issue.

Bernie offered more details from his conversations with the insurance representative. He said that the annual policy covers five or six specific days of events per year, and that each additional day was \$56. Andrea said they realize the policy would

have to go out, but it could still be advantageous, and is something they will continue to look into.

Rich Moore, Virginia, commented that they have 58 members, with 20 or so as members of the Congress. He said it's difficult to persuade the others to become members of the Congress because they don't see any benefit. Some may be dormant members, or have horses they don't ride regularly. He said he keeps trying to point out benefits they receive if they belong to the Congress, and that if the Congress was willing to subsidize insurance for events, that could provide significant motivation.

Ronelle Ingram, southern California, shared that she was part of the origination of their new L.A. club, and said they had a "DNA party", to which she brought applications for the Congress, for their local club, for the pleasure riding club, and Davis' DNA form. She said they had many new members, and people who had just gotten horses from Iceland that weren't registered. They had a potluck luncheon, and went around pulling hairs and putting them in the envelopes and addressing them. She said they were definitely aggressive about it.

Caryn Cantella, California, brought up the point that if it would only cost \$56 per day for an event, shared among the members of the club it wouldn't come up to too much per person.

Doug Smith, "from the third row", asked what would happen if they had a club event, and someone who comes to the event is not a club member.

Andrea commented that their current insurance rep "is not the easiest person to work with", and said they might need to consider changing carriers.

Dawn Shaw said she'd had the same question as Doug. Andrea said that if a member's horse injured someone, that liability would be insured, but if someone else came to the show who was not a member, then it's their liability. Dawn said she just can't see getting 100% Congress membership. Bernie talked about the term "spectator liability", which means that if a horse belonging to a member causes an outside person harm, then the Congress is covered. There are additional premiums charged for other specific incidents. Insurance companies "do everything for a price."

Sandie Weaver, California, wanted to make sure she was understanding this discussion correctly. She asked, if they were doing a parade, for example, and everyone in it was a Congress member and they got permission from Congress to call it a Congress event, then would our current insurance cover them? Andrea said that was her understanding.

Will Covert, California, wondered if they could post a copy of the policy, or make it available, so people who understand insurance could go over it. Andrea said that they could do that.

Andrea then returned to the previous discussion of club membership versus Congress membership. She said that the percentage of Congress members did not correlate to the size of the club. She pointed out, (for Dawn), that Cascade is not in the last place this year—that's held by Alaska.

Next, she showed a chart that showed the distribution of regional club membership, the west coast being the largest by quite a bit. She said that, hopefully, this year they will have a club started in Pennsylvania, and Katrin is looking into getting a club started in her area, in the south.

Rich Moore talked about the importance of coordinating the formation of new clubs with existing clubs in the area. He did not feel that Congress should "arbitrarily establish clubs or approve clubs within another existing club's region without any discussion." Andrea said the current policy is that if any group of people can get five Congress members and put a decent set of by-laws together, they have a club. So with that policy, if five clubs in one state spring up, Congress would approve them. She felt that is important because problems in the past have occurred when clubs were too geographically spread out and they broke apart because they just couldn't hold it together. She said the strongest clubs were usually the smallest clubs, because most people are closer together. Secondly, she referred to the fact that in the first few years of this program "we had an awful lot of fighting", and from that she learned that "people are going to be friends with who they're going to be friends with, and they're going to make clubs with who they're going to make clubs with, and we can't dictate anything about that." "If you let things settle out, peace reigns."

Rich said he had gone through the rules and had not found anything saying that was allowed, and he felt it was "an arbitrary decision that we were certainly not included in". He said he's simply asking that current clubs be informed. He felt this was "the kind of arbitrary decision-making that's given the Congress a bad reputation, and I think that's something we should avoid."

Andrea said that there is "no decision-making made by the Congress. The Congress has rules about how regional clubs are to be formed. So if a club follows those rules, there's no real decision to be made, because they met the requirements." She also explained that clubs are "not given a license" to particular areas. She suggested he could submit a proposal to change the rules. Rich said the only thing he was asking for was to be informed, "and if you think that's unreasonable, I'm sorry." Andrea replied, "No, I don't."

Asta Covert, California, shared that there are four clubs in California, and if everyone works together, the clubs can work together and do events together. Andrea then mentioned that she knows that in California there are several people who are members of more than one club.

Heidi Kline, New York, said she had wanted to make the same point; when she and her husband were in California they were members of more than one club, and there is nothing in the by-laws to prohibit that. Andrea agreed, saying that the only rule was that you can only be a voting member in one club, and she herself is a member of two different clubs.

Caryn Cantella, California, talked about how people in clubs want to be within quick driving distance of each other so they can get together more easily to ride together. Andrea said again that the focus of most of the clubs was getting together to have a good time with their horses.

Katrin, Georgia, talked about the fact that the information about clubs is readily available on the web page.

Pat Moore, Virginia, said she felt the point had been missed; that it was about communication, notification.

Katrin said communication is available on the web page, so you would assume that the people who want to form a new club had checked out the web page to see if something was already available in their area, and didn't find anything.

Andrea said Rich's point is that, when she hears from people, in this case in Pennsylvania, that she should tell the other clubs in the area that they're thinking of forming a club. Sara Conklin, New York, asked how communication about new clubs is dispersed. Andrea explained that she has her regional club committee, and they know immediately; all the pertinent information then goes up on the website.

Bernie questioned how this was done, and it was again clarified that, as soon as a club is actually formed, then all the regional clubs are informed.

Deidrie Pierce said the "big point" is that we should be promoting the formation of more clubs, rather than arguing about how many clubs. She illustrated this with her own experience of being too far from any clubs to actively participate. Andrea said again that clubs can be as much or as little, as formal or informal, as they want to be. She said she would be happy to come back on after lunch if needed.

The meeting then adjourned for lunch break.

After lunch it was announced that there was now a "secret, non-agenda event", and Caryn Cantella came to the podium to speak in this regard.

Caryn spoke, on behalf of the Congress, to recognize one of our long-term Board members, Betsy Covert. Betsy has been a part of the IIHA, which was formed prior to the Congress. She joined in 1989, and moved on from that point when the two organizations merged and joined USIHC. She has been a very important part of the foundation of this organization. Her greatest contribution has been to our sport committee, with her knowledge of sport, and her ability to show sportsmanship "like no one else I have known".

Caryn then told this story, which demonstrates Betsy's character. She said when we first started having shows, Betsy would "pound on doors" of other breeds to convince them to let us have some Icelandic classes in their shows, so we could demonstrate the Icelandics to other breed-owners, and get people out on their Icelandics in shows. Betsy had a very beautiful mare named Brunhilda, who was highly trained, and there was a young boy, learning to ride, who had a horse who really did nothing but piggy-pace. He happened to be in the same class with Betsy in this one particular show, and the piggy-pacer took first! And Betsy, even though she had a very highly-trained, expensive horse, had a great attitude—"oh well, we all had a good time, and it was fun!" She always had a smile on her face, always tried to help everybody in competition—just supported everybody. She was always riding, filling up the classes, donating money to classes so we were able to have the shows for sponsorships. She was always there for anybody and everybody. In California she was the first person to really have good trainers and good seminars. She invited everybody to her home. She would ride in a class, and then cook and clean up for the rest of us. She always made everybody feel at home and included. And we're really going to miss you.

Caryn invited Betsy to come up, amidst much applause. Caryn presented Betsy with a sculpture donated by Terry Malec. It reads: "Presented to Betsy Covert in appreciation of your many years of dedicated volunteer service, devotion, generosity, and commitment to the USIHS and the Icelandic horse."

Betsy said, "Thank you. I gave up my speeches. Thank you."

Caryn wanted to again acknowledge the artist who donated this sculpture, and encouraged the members to visit her website, and said Steve has all of her contact information.

She then went on to recognize "somebody else who has donated many years of service to the Congress", and who is "just outstanding". She pointed out that Amy Goddard has run the pleasure riding program for many years, prepared this entire presentation for us, is sitting here manning the tape recorder, and has done this for several years. She has always been a person upon whom we can call when we need something done, and she always does it with a smile. I think Anne said once, "It's just completely impossible to dislike Amy Goddard," and I think that's true, and I'd like to thank her for all her service.

Amy was presented with a "beautiful piece of artwork" created and donated by Elaine; the membership was encouraged to check out her website. The inscription was: "Presented to Amy Goddard for your generous commitment of time, support, and inspiration to the USIHC and the pleasure rider program."

Amy: "I'm not going to talk because I'm crying. I love you guys! Thank you!"

After this presentation, the meeting continued with more committee reports.

Heidi Kline began her committee report by acknowledging Betsy's retirement and thanking her, saying she has "big shoes to fill". Heidi discussed changes for 2006: we recently switched from our old rules for the Congress to the FIPO, which was a huge improvement. As a result, everyone competing at sanctioned shows is now competing in the classes that they would if they were to go to the World Championships or an international competition. Another change is that the necessary paperwork for shows is now on Ictest software, which again is based from FEIF, and is easily obtained from the Congress website, where you can download blank forms, or the whole program, at no cost. It's the same thing that the international judges are using at all the international shows.

Heidi explained that we have raised the minimum score for the World Championships from 5.0 to 5.5. Previously the U.S. was the lowest country in terms of scoring, as every other country had to be 5.5. Our riders are growing and improving, and becoming more competitive. We had many sanctioned shows in 2006: three in California, two in Wisconsin; one in Pennsylvania, and one in Kentucky. We had scores ranging up into the 7s for the open competitors. We've never had scores that high before, which shows our riders are improving.

Heidi said we have made things more accessible on the website for people who are starting out to get shows going. We have revamped all of the announcer cards and judges' cards to reflect all the class changes, and they are all on the website, under the competition site. Website resources include score sheets, competition rules, show results, rules to have a sanctioned show, schooling show results, schooling show handbook, FIPO, FEIF, sport, the requirements for try-outs, and an event calendar.

We have try-outs coming up in May at four locations. The first will be at Winterhorse Park at Barb and Dan Riva's, on May 12th. Then the judge will be going to Rocking R Ranch in Idaho, the first time we've had try-outs in Idaho. It's on a competition track. Asta and Will Covert will be hosting the next try-outs in California on May 17th. The final one will be at Anne's at Helms Hill in New York on the 19th. The judge that we chose is Einar Ragnarsson. Einar is the chief judge this year at the World Championships, so we are very honored to have him.

In addition to that we have a sub-committee working on a high-point award, something Betsy has wanted for many years, and hope to present something to the committee this coming year.

For 2007 we had our first sanctioned show in California. We had 28 horses, a record number for California. Scores ranged to 7.5 overall, with one rider reaching 8.5 for extended tempo tolt. There were horses from four different clubs in California competing at the show, everyone getting along, and a really great atmosphere. We had people from the Northern California club, Kraftur, from the Los Angeles Icelandic Horse Association, from the California Icehorse Association, and from the Southern California Icelandic Riders. Heidi said they had a really good turn-out and a great judge, Thorgeir Gudlaugsson, who has come to the states many times as a judge and is always wonderful with the riders.

Heidi asked for any questions about sport.

Rich Moore, Virginia, had two questions. He asked for definition of working tolt versus slow tolt. Heidi said it is "working tempo tolt", and it is slow tolt. His second question was whether it would be possible to get any financial assistance in the form of honorariums from the Congress for judges at schooling shows. Heidi said this is an issue he would need to take up with the Board, and that if he would write it up as a proposal and send it to her, she would be happy to pass it along to the Board.

Sara Conklin, New York, asked if there had been some discussion previously related to people who are doing the judging seminar to start teaching at local schooling shows. Heidi said there are now about 12 intern judges, and they are allowed to judge at schooling shows, but they are not allowed to judge pace or open classes. She said they are all "hungry to have somewhere to go and get experience".

Stephanie Surbey, Oklahoma, questioned whether the Icelandic Horse Congress rules followed previously are still pertinent, or if everything is now strictly FIPO. Heidi replied that they are not; everything is now strictly FIPO with some exceptions, such as the shoeing inspections. Everything is on the website. The classes are now directly out

of the FIPO. Because they offer so many different classes, we're able to have things for different levels. Heidi mentioned the different versions of tolt, and ranges of difficulty levels. She said there are some mandatory classes for sanctioned shows so that there is something available for all levels. There are also recommendations for novice and green horse classes, if those are desired. Heidi reaffirmed that everything is very current on the website.

Rich Moore, Virginia, brought up a need for a judge for a May 19th show, and Heidi said she would put a notice out on this. Heidi talked about the pitfalls that have been experienced in the past when having judges of other breeds trying to judge Icelandics.

Dawn Shaw, Washington, asked if there was "some kind of packet" that could be sent to judges, as she is on the board of a committee that puts on an all-gaited horse show which includes Icelandics, and they often end up with non-Icelandic judges. She was particularly wondering about the availability of videos. Heidi referred her to the FEIF website, and said that under "sport", there is a link to "service", where you can find current materials, and directions on how to order.

With no further questions, the next committee report was on the Quarterly by Anne Elwell, Board liaison, on behalf of Judy Strehler, editor.

The Quarterly committee reformed in 2006, in time to begin production on the June 2006 issue. The significant thing about this is that it formed as a real committee, whereas before the responsibility fell on one person. Now the work can be spread out in a much more realistic way among a number of people with skills in different areas.

The page breakdown for the past four issues shows total page counts up to 52 pages per issue. The number of pages devoted to news and articles has increased with each issue. Much of the growth has come from the regional club news, as the clubs are sending more photos and information about what they're doing, and it's become a very lively part of The Quarterly. Another area of growth has come from articles submitted by the members about their varied experiences. This has increased enthusiasm for the Quarterly, and made it more interesting for people around the country. The committee is pleased with both the quality and quantity of the articles they have been able to offer.

To improve the process of Quarterly production, the committee has set up an online forum for committee members so they are able to participate in real time in planning and production discussions. To deal with the problem of sharing large image files, such as photographs being reviewed for publication, digital files for advertisement and files for final page proofs, they have set up a private website. This site serves as a

place to store and view photos being considered for publication, store and review page proofs prior to sending the Quarterly to the printer, and store photo and ad files where they can be retrieved as needed. The committee has also refined the process of managing advertising submissions, as they had found their file of ad materials wasn't entirely up-to-date, and some errors had been made. They have also worked to improve the quality of ad materials and the reproduction of such ads in the Quarterly. During the past year they have reviewed their accounts with advertisers. Accounts in arrears have either been brought up-to-date or discontinued. As there were no questions, this report was concluded.

(unidentified male speaker) said that someone had asked what the per-page cost was, and that it was about \$2.95-\$2.98 per page on average.

Steve Barber, New York, asked what the "stated purpose", the objective, of the Quarterly is.

(unidentified female speaker) addressed this question, saying she had been editor previously for many years. She said it began as a communication vehicle for people around the country who had Icelandic horses, and at that time it was a small collection of mimeographed pages that were circulated. It gradually evolved into a larger magazine whose primary purposes were to provide information about what's going on in different parts of the country, and to provide educational information, which is difficult to obtain in English. An enormous amount of educational material is written in Icelandic and German, but very little in English.

Next, Sandie Weaver presented the Youth report, with brief comments about the photos being displayed. Sandie said she had represented the U.S. at the FEIF annual meeting in Glasgow in February. The Youth departments were given a copy of the coloring book that's been donated, and our organization is allowed to publish it and to sell it, as long as the money earned from it goes back to our youth programs. She passed her only copy around so everyone could see it. Steve Barber has the information, which came from Iceland just a couple of days ago, and he is researching to see if we can publish it online, so that people could then go online to order.

Next, Sandie talked about a new Youth exchange program with FEIF. She explained that the way it works is that a group will commit to hosting six teen-agers and two country leaders. In FEIF, a "country leader" is synonymous with "chaperone". If a regional club or group here would like to host a group of teen-agers from Europe, with their country leaders, they would notify Sandie, give her the pertinent details, and she would forward that information to FEIF. FEIF will make a master list of different countries that want to host groups, and then coordinate those. The purpose of this is for the teen-agers to get to know each other internationally. They would be required to pay

for their airfare, and to give the hosts money for food. Their board and other expenses would be paid for by the host/regional club. It is understood that these teen-agers are not coming to *work* on a farm, but to visit and get to know people. Sandie invited any interested people to come and speak with her personally for more information.

Next, Sandie said that Germany would like to sponsor a Young Adults Championship. They feel the gap between the FEIF Youth Cup and the World Championships is too big of a step. They would like to host the very best riders from each country between the ages of 16 and 23. There definitely would be a qualification for this. As the hosting country, Germany initially wanted to have 20 riders, and every other country would have 10. We thought it would be fair to start smaller, and have each country send 5 riders. A committee was formed with two Youth leaders from Germany, the Youth leader from Great Britain, and Sandie, to talk about the details. Germany has this all ready to go, but we want to iron out details that would make it fair to all the countries. We will send our recommendations to FEIF to be approved.

Next, regarding the FEIF Youth Cup in Austria, which was held this past summer, we had five riders from the United States go: Alora Blackman, Caeli Cavanagh (Peters), Alyssa Davis, Gillian Fitzgerald, and Amber Parry. These riders were supported by many people in the U.S. in their endeavor to compete, and Sandie extended the Board's appreciation to everyone who helped them get there, followed by a round of applause.

Sandie next spoke about the Spaejari awards, a yearly essay contest sponsored by John and Marilyn Parke. There had been problems with the winners not receiving their awards in a timely manner. The Board and the Parkes worked out the following agreement: the USIHC will promote the contest and collect all the essays; John and Marilyn will choose the winners and send a \$300 check to Congress to cover the awards; and the USIHC will order the plaques and send the checks to the winners, so that they will arrive in a timely manner. This should take care of the delays that the winners have experienced, and Sandie wanted to "sincerely apologize for any disappointment that these delays have caused to any of our young people." The deadline for this year's contest is later. Sandie explained that she sends out a three-page personal letter on December 1st to every youth member in the Congress, which describes the Spaejari contest, the Youth Cup and the Youth Camp, and it has a form for them to join the pleasure rider program. Sandie didn't receive the information for the camp in Sweden this summer until February 1st, so the letters just went out about four weeks ago, which means the deadlines had to be changed. The contest deadline for Spaejari is May 31st. Sandie asked that we encourage our young people and assure them that the problems with the contest have been worked out.

This summer the FEIF Youth Camp will be held just outside of Stockholm, Sweden, July 13-20. The deadline for the applications is March 31st. She apologized for the short time to the deadline, but it was because the information came to her late. She asked that any teen-agers who would like to attend would please see her. Ages of eligibility: you need to be 12 years old by December 31st, or no older than 18 years old by December 31st. The FEIF Youth Camp 2009 will be held here in the United States. We will be welcoming teen-agers from 18 FEIF countries to the United States.

Next, referring to photos, Sandie talked about the camp in Canada. She explained that the FEIF Youth Camp is not necessarily for youth who want to compete, but for kids who ride and love the Icelandic horse, and want to get to know other teen-agers. At this camp in Canada they had a five-day camping trip on a river, and rode Icelandic horses twice, and had a fantastic time.

Still showing photos, she talked about FEIF Youth Camp in Iceland. Their trail rides consisted of 50 teen-agers in one group, and the teen-agers were the leaders of the rides.

Sandie showed other photos, including one of John Parke, who had given a benefit lecture about things he's learned about endurance riding that you can apply to your trail horse. This was two summers ago, and all the money that they collected went to all the FEIF kids that summer. She also had a picture of the award they give at every FEIF Youth Cup. We sponsor the flag race trophy, and Caryn Cantella orders it. She talked about the differences between the trophies given by different countries, and said "ours is very American".

(Unidentified female speaker) asked if we know where the FEIF Youth Camp will be yet, and Sandie said that Barb Riva had volunteered to have it at her farm, which announcement was followed by applause.

Next, Katrin Sheehan, Georgia, introduced herself as the liaison to the Web-page Committee, and said that Mark Peal is the head of the committee, and that she was reading/showing his report. Katrin explained that much work is being done on the webpage, and it will eventually look quite different.

The website is growing as a news medium, as well as a repository for static information. News and announcements are being posted quickly by Asta Covert. Updates were made to many sections, including the Committee pages, the Register rules, forms, instructions, and the Frequently Asked Questions. The Board meeting agendas and minutes are posted on the bulletin board as soon as they are approved by the Board. The activity calendar is updated as soon as updated news is received. The website committee is reviewing the site's wealth of content. They have a new vision of the layout, and they need to fill in the skeleton now. They are discussing better methods of

organization, and are developing better navigation to make content easier to find and more satisfying for the user. Doug is working on their online proposal tracking and membership renewal functions. Doug will have a report about what he is doing, which will shed more light on that. As there were no questions, Katrin's report was concluded.

Amy Goddard gave a report on behalf of the election committee. She stated that Martina Gates was the chairperson; other committee members were herself, Nicki Esdorn, and Karleen Oosterwal. Martina redesigned the ballots this year to achieve better identification that the actual ballot came from the Congress; improved ability to vote anonymously; and clarification of voting instructions. She said 570 ballots were sent out in January, as well as a few sent out after that. The ballots were counted on Saturday, March 10th. She stated that 276 ballots were received, which was 47% of the eligible membership. Two junior members voted, which were not counted. Two re-votes came in after the change was made to accept ballots containing less than three votes. She said they received six ballots from non-members. One member voted twice and they counted the later-postmarked vote. Four ballots were returned because they were incorrectly addressed. Two people voted for four people and then crossed them out.

Amy said Anne had suggested they put together a "best practices and guidelines" for the next group that does this, because some problems had come up. One problem came up regarding the membership list. She said it was sometimes difficult to differentiate between members of the same family with different last names. Karleen input a Word document into Excel so they could have everyone's names in there alphabetically. Then there was the problem, admittedly an oversight from the beginning, with not allowing less than three votes.

Amy said the problem with the date was that it fell during the middle of the week, which meant those who worked couldn't count ballots on that day, so they moved it to the weekend. That was a problem because the date in the Constitution is actually March 7th, so they suggested a revision so there would be a range from the postmarked date out two weeks to the next available weekend, rather than a hard date. She said they received valid ballots up until March 5th that were postmarked on or before February 28th.

She thought the published results might have been one off, and explained why. These are the final result counts. She then opened the discussion up to questions.

Sara Conklin, New York, commented that she thought the way the ballot was redesigned was very well done, clear, and professional looking—"every year it gets better and better... as a process it keeps improving, and I'd like to thank the Election Committee for all the work they did, because I know it's not easy." (applause)

(female speaker, no name), commented that, because they had so many Constitutional issues with this election, and because the Constitution hasn't had a review

for a long time, she recently recommended to the Board that they form a Constitutional Review Committee, and Anne Elwell has agreed to chair that. If anyone is interested in becoming part of that committee, please talk to Anne about it.

Rich Moore, Virginia, also commented on the "great job" the committee did. On the point about changing the Constitution to make the date later, he said the Constitution says all the ballots must be received by February 28th, and doesn't say anything about the postmark date, so he doesn't see a need for a Constitutional change in this regard.

Gerald Oliver, Minnesota, asked if he was understanding correctly that the committee was recommending that bullet-balloting be permitted, where they could vote for less than three. He said that "really changes the statistical way that the ballots turn out. If you don't vote for three, you could bullet-ballot and very much change the way the election turns out." It could skew the balance.

Dawn Shaw, Washington, wanted to point out that she's the one on the bottom of the list, but it allows her more time to get involved.

Pat Moore, Virginia, asked if they had a final cost for this effort. Amy said she didn't.

(unnamed male speaker) said he had noted that this question had come up last year, and as he didn't see it on Martina's report, he had sent her a note suggesting she come up with a cost in case Amy needed it, and Martina had sent it to him. He shared that the cost of the printing and mailing, not including the notice of the election, was \$1,408.00. For comparison, last year the cost was \$750.00, but they did a lot of it by hand themselves, and didn't do multiple ballots. Amy added that that cost was higher because they printed a very large quantity of Congress envelopes at the same time, for future use. She didn't know what the breakdown was, but she could get it.

Pat Moore, Virginia, said she would like everyone to consider the idea of online balloting. She said there are several companies that could do this for us. I-ballot does it for about \$2.00 per vote. VoteNet does everything for you once you buy a license for \$1900.

Anne Elwell, North Carolina, wanted clarification on the anonymity of the ballots, and how that was done. Amy talked about the separate envelopes, and how they are separated when they are received. The election committee can track who has voted, but not how individuals vote. Anne felt the important issue was that the people on the election committee don't see how individual people vote.

Andrea Barber talked about certain things that were printed in larger quantities, to get a better deal, as they could be used in the future.

Bernie said the Congress is determined to improve the communication between members and Board members. They are always looking for more information in order to make the best possible decisions. To take advantage of this, they are "venturing into the electronic age for communications", and Doug, being an expert on this, is going to present us with some possibilities to enhance this understanding.

Doug Smith explained their desire for people to be able to see proposals as they come in, for everyone to have access to what the proposal is, for committee members to see what's going on, and for people to be able to effectively comment on these. He noted some things that had happened "behind the scenes". First, they now have to have the membership access online, so they know that members are the only ones submitting proposals. He shared that he and Caryn were very close to the point where people will be able to renew their memberships or register to become a Congress member online. He said he has all the membership information on his computer. He wanted to walk everyone through an existing proposal which he entered this morning, and if there's interest we could "create one on the fly".

Doug said that if you click anywhere on the proposal, it will give the full details. Doug went over the various sections of his tongue-in-cheek demo proposal for the Board to pay for his trips to Iceland, and Bernie's feedback. He also showed a page that would show "who did what to the proposal and when".

Stephanie Surbey, Oklahoma, asked if any member could log in and make a proposal, or do they need to go through a committee. She had a concern about junior members or someone else doing something inappropriate. Doug said any member can log in. He said the first time you want to do this, you would need to give the email address that was given for membership, and inappropriate things can be deleted.

Anne said that this is just a way of taking their present mechanism for submitting proposals, and being able to do it online. Anyone can submit a proposal to the Board. There's no requirement that it make sense, be reasonable, be founded in good faith, or anything else. And the Board may take action on it immediately if they believe it's frivolous. That's what would happen now, and will happen on this system. It's simply a way for people to track something and see what's going on.

Sara Conklin, New York, shared that it's not only a way to track it electronically, but also a way for someone who has submitted a proposal to see what's happened with it. It makes it much more transparent to the membership, which goes back to Pat Moore's discussion regarding communication.

Heidi Kline, New York, said that the way it was before, it someone proposed something, it would have to go through a committee, where it would be discussed and voted upon, and then sent to the Board, and asked how that procedure would change. Doug replied that this doesn't change that procedure at all. The only difference is that it "simply automates and exposes the existing procedure".

David Kline, "somewhere between California and New York", asked if there was going to be a "dating phase" on it, so they could look to see when a proposal was received, when it was acted upon, when the final determination was given. Doug responded that "it's all right there".

Dawn Shaw, Washington, asked if the first thing a member would see when logged on to the proposal tracking system would be a list of proposals. Doug said yes, and showed the area to click in the demo to find the current status. Dawn asked if there was a time limit. Doug said it would "stay there forever". He said you could do a key word search, and it would search "every proposal it has ever heard about." Dawn commented then that a recommendation would be to search this before making a new proposal. Doug remarked that the Board could also do this if there were duplicates. Doug showed where there is an option to "submit new".

There were no further questions.

The next section of the meeting was for proposals submitted by members. The first one was submitted by Karen Brotzman. Bernie said he thought there was a rule that the person making a proposal needed to be present to speak to it. Although Karen was not present, Dawn Shaw said she was there to speak on her behalf, and this was then allowed. Dawn said Karen is proposing an interactive bulletin board on the USIHC website, where members can post questions. The answers would also be posted, and could be seen by everyone who logs onto that site. Dawn said she had talked to Doug about it, and explained that it's not a live chat, but rather, a type of forum where questions and comments can be posted, and others can respond. You would need to be logged onto the members-only site in order to respond, although anyone could read the questions and answers.

(unnamed female speaker) asked how this would differ from the current forum list. In response, Dawn talked about the difference between this idea and the Yahoo groups. She said that with this, when you post a question, it would go directly onto a web page, which would be publicly accessible on the USIHC web site, and is not run through Yahoo. The same speaker then asked if it would be for horse-related questions, or Congress-related questions. Dawn said she would think it would be related to things that would interest the Congress as a whole.

Bernie asked what advantage there would be to this program versus the forum list on Yahoo. Dawn replied that there are many people who don't make a choice to be a

member of an email group, and this would be directly through the website, which means it would have a broader accessibility to more people.

(unnamed male speaker) addressed the issue of Yahoo groups, saying that he used to work for that company. He explained that the way such groups are set up, if you want to post, you must be willing to sign into an account with Yahoo. Once you have done that, you can post, and anyone can take a look at it. He said then, that as far as the difference between this and the proposal of an interactive bulletin board page on the USIHC website, the latter would be sanctioned by the Congress and would cost us some money to maintain, but other than that he didn't see a difference.

Dawn replied that it would be in a better known location.

Betsy, California, stated that her concern related to the amount of misinformation on the Yahoo group. If similar misinformation ended up on the Congress website, people might look at and think it's official. Dawn replied that it could be moderated, incorrect responses could be deleted, and correct answers could be posted.

(female speaker—not sure if it's Betsy again, or someone else:) asked if it wouldn't be just as easy to have a link on the USIHC website to the Yahoo forum.

Andrea Barber, New York related her concerns about the great amounts of misinformation that accumulate on these kinds of lists, with "people bickering back and forth". She talked about the difficulty of having a moderator, that it would "be a full-time job and a nightmare". She emphasized that if people have questions they should contact Board members, who try to make themselves as accessible as possible. She said they'd recently had a revision of the Frequently Asked Questions. Andrea expressed concerns about people not taking the time to look up correct information or contacting the right people before sending off emails or posting to lists, which can perpetuate false information.

Sara Conklin, New York, expressed concern about the fact that Dawn was not really familiar with Karen's proposal and it must be difficult for her to stand up and defend it. She said she agreed there were a lot of lists and misinformation, and this proposal was not something she could support. She said she thought the Congress had a rule that if a person was making a proposal, that person needed to show up at the meeting to present it, and she wasn't sure why that rule was broken in this case. She said it was nice of Dawn to present it, but that's why it's important for the person who made the proposal to show up, "otherwise you can't speak to it", which comment was met with spontaneous applause.

Rich Moore talked about how he was "always pushing things for power to the people and better communication within the Congress," and that "some people have

accused me of being misguided and naive". He expressed his feeling that when they come together for meetings, the Board "should be willing to listen to people extemporaneously share their opinions about whatever they think is important." He commented that the current meeting is very structured and controlled. Rich felt we would promote communication within the organization if the Board would adjust the agenda. His proposal is that the Board would allow some time during meetings for people to express their views on whatever they want, and that a certain amount of time would be allotted to allow people to speak their views. Secondly, he said that not everyone is familiar with the procedure for proposals. He thought that if people brought up issues at Board meetings or the annual meeting, they could be discussed at those sessions, or the Board could refer people to the correct committee. He then asked for questions or comments.

Steve Barber, New York, asked if Rich knew how long the monthly Board meetings lasted. The speaker responded he had been told they lasted for up to three hours. Steve asked how long he would allocate for people speaking. Rich said the Board would determine the length of this presentation period, and the length of time for each presentation. It could be whatever the Board decides, but would at least give people the opportunity to say something.

Jane Mears, Texas, said she had only been to a couple of meetings, but it seems like it is the way it is because when issues come up, the people who make decisions need to have some background, and have access to pertinent documents. She said she's also heard people ask questions, and have people respond to them, saying that they would take them into consideration.

Rich agreed that things can be brought up at meetings if they are tied into agenda items, but someone may want to talk about something that is totally unrelated. Regarding the first point, on decision-making, he is not proposing that anyone take a vote on what a member may bring up. It just gives a member an opportunity to express his/her view on an issue.

Anne Elwell expressed her concern about the length of Board meetings. She reiterated that all of the Board members' phone numbers and emails are available, and that people can contact them directly. She said that, with regard to the annual meeting, she thinks we have a good proposal system; proposals can be sent directly to the Board, and it's the Board's responsibility to refer them to committees. What she would like to see more of at the annual meeting is feedback on what they're doing. She said they need to know what people think about what they're doing, where do people think they should have done something differently, where are they missing things, where are they not communicating well, and to give them the opportunity to speak to those things. She

would love to see much more dialog between the members and the Board at the annual meeting, although not at the Board meetings.

Rich said he's not proposing that there be discussion on topics, but that members be given a few minutes to say something on a topic, and it can be limited to five minutes, or even shorter. He gave an example of Fairfax County in Virginia, where citizens had two minutes to say whatever they wanted to say to communicate directly to the Board.

Stephenie Surbey, Oklahoma, spoke in support of this. She didn't feel there would be "that many people" who would want to speak to the Board at every meeting. She talked about wanting Bonnie to share her thoughts. There was some background discussion.

Then Andrea spoke and said she wanted to share some information about how the monthly Board meetings are run. She explained that on the east coast, the meetings start at 9:00 p.m., so that people on the west coast and Alaska can make it on time. This means they can run very late, particularly for those who live on the east coast. Andrea said she had asked the Board to consider a limit of two hours per meeting. She said that even then, by the end of the meeting, "people are getting pretty frayed". Because of this, she thought people might not get the "listening ear" they would want, and which they would get if they called an individual Board member during the day. She agreed with Anne that the annual meeting is a "totally different story", and she would also like to see more information shared back and forth and more exchanged. So, "with due respect", she doesn't see that part of the proposal working.

Rich responded that what he's really talking about is improving communication, and however that could best be done is fine. He said it sounds like there's agreement that a question-and-answer period or open discussion would be a good idea at the annual meeting.

Will Covert, California, wondered why feedback and proposals need to be saved until there's an annual meeting, or even a monthly meeting of the Board. He thought it would be in everyone's best interest if anyone who has a question or idea could just submit it freely. He also shared that the new committees of the last few years have really been helpful with getting this feedback "talked through and then presented to the Board". He said that, although it's a work in progress, it seems to be improving, and there seems to be a committee for nearly every interest.

Dawn Shaw, Washington, said that, having sat in on a Board meeting, she understands, but she said she also understands the feeling that the Board is not accessible. Although someone could call an individual Board member, if they wanted to say something to the entire Board, and couldn't afford to fly to Texas for the annual meeting, how would that be done? She said the way she understood this idea, it would be at the

beginning of the meeting, and the number of people and amount of time allotted would be limited.

(unnamed female speaker) felt more time could be developed at the annual meeting by handing out written reports instead of going over them all orally, which would allow more time for members to speak. As far as regular Board meetings, she wondered if they could have a meeting, perhaps every six months, where members could address the Board.

Stephenie Surbey pointed out that "you'd have to be pretty passionate about what you want to talk to the Board about to stay up until one in the morning anyway, so you're talking about someone who really wants to talk to you."

Bernie shared his experience when he was chairman of the Anchorage Horse Council. He said they'd had a "pent-up amount of members" who wanted to address the council at each of its monthly meetings. They allowed five minutes, and only one person per meeting. "For the next three meetings the slots were full, and for the next year nobody cared." So they were able to alleviate that back-pressure, gave the opportunity and everyone knew it was there. It took all of 15 minutes over three months to resolve the problem. He said another way this could be addressed was an idea Andrea had shared, i.e., requiring all agenda items to be received by her on the Friday before the Tuesday meeting. This allowed the agenda to be published on the website. The regional committees could get a copy of it and arrange an observer if they wanted one. Bernie thought if they advanced that, to perhaps a week before the Board meeting, then more people would have a chance to see what was going to come up at the meeting, and could contact their Board members directly to address any subjects of concern.

Pat Moore, Virginia, said she would like to allay their fears. She said she has been present at over 300 Board of Directors meetings as part of her job. Every single one of them had a time for resident input, and you're talking about 3,000-6,000 homes. It was done at the beginning of the meeting, and there were no decisions made by the Board in response. The Board can decide to add it to the agenda should they wish. There were very few times when anyone went on "ad nauseum", and when it did, that was because the Board let it happen. Most of the time it's over in two to three minutes. "So, if you do it, you give a short time for input, you set up the rules, and it's not going to be as bad as you think."

David Kline said he thought we had two separate issues going here. On one hand, the Board needs time to discuss things amongst themselves, which is part of why outside people are allowed to audit, but not participate. The Board needs that time together. But Rich's idea is a good one, so maybe an alternative idea would be to have a meeting once a quarter for the Board to address proposals that have come up and need to be discussed publicly.

(unidentified female speaker) said she was "one of four", but "the only one here." She said, "This was a broad-based, stream-of-consciousness attempt to call for focus and organization on the youth effort. It is not a defining request. It is just to get the Board and the committees to think a little bit more. There is lots of good work that has been done by a lot of people individually, but it doesn't appear to the membership that there's any kind of coordinated, cohesive effort." She said it would also help determine terms of reference for the various committees, so people know "what they're to do, when they're to do it, how they're to do it." The second area is the creation of an operating manual for the adult members of any committee.

Deidre, Ohio, asked if what they were asking for was basically a short and simple "job description manual", and the speaker agreed.

Steve Barber, New York, asked if she could flesh the idea out a little bit more.

The speaker responded by describing the various youth camps and competitions, and talked about wanting the adults who go to these and organize them not to have to reinvent the wheel every time. There are guidelines spelled out, and international guidelines in place. The suggestion is to put them all together into a book or manual and say, "Here it is. Here's the manual. This is how you do it." Also, they have regional clubs working on Youth programs. It would be good to get the Youth Committee and regional committees together and flesh out some organizational system for the Youth activities.

Steve Barber suggested a way to implement what she's saying, which he thought is a good idea, is to start with the Youth Committee, "like you for example", and write that booklet with the Youth Committee and then duplicate that for the other committees. The speaker had no objection to that, and said, "we're just trying to get the focus on youth, really."

(break)

Sandie Weaver came to respond to the above proposal. She quoted: "Establish an ad hoc youth committee." My response is that the regional club Youth directors are the Youth Committee. Anyone else who wants to join the committee is welcome to send a paragraph about himself/herself to me, and I send it to all the Youth Committee members. Two of the members are on the Education Committee as well. It's a distribution list that's in its infancy. We are starting to share information, it's a start, but it's basically step A.

"Define the roles and responsibilities of the Youth Committee chairman and committee members." My response is that the role of the Youth Committee presently is

to send information regarding regional youth programs to the USIHC director, so that information can be promoted throughout the USIHC, and to promote USIHC programs that are already in place, which is, again, in its infancy.

Regarding the role of the Youth Committee chairperson, I personally send all USIHC youth an annual letter promoting the Spaejari essay contest, the FEIF Youth Camp or Cup, and the pleasure riding program. I promote the Spaejari essay contest, collect essays, send them to John and Marilyn Parke, collect \$300 check from the Parkes, order plaques, send checks and plaques to winners, and send winning essays to the Quarterly editor. I promote the FEIF youth camp, collect applications, send names of applicants to the FEIF Youth office, am responsible for all details... and this goes on for two whole pages in small print. I send monies that are owed to FEIF, itineraries and passport information, provide campers with a packing list, and other details regarding the camp, such as directions, etc.; remind campers they will be responsible for writing articles for the Quarterly when they return. I collect the articles and photographs and send them to the Quarterly. I promote the FEIF Youth Cup; I collect applications, along with personal references. I collect try-out videos and DVDs, bring the video/DVD player to Burbank Icelandic horse shows so the Burbank judge can judge them. I white out the names of the applicants on the copies of applications, and give them to the FEIF Youth Cup Committee, made up of Will and Asta Covert, and Dave and Heidi Kline. This committee scores the personal references and the training and showing sections of the applications. I add these scores to the riding scores given by the FEIF judge. I order the riders by points and email the results to the USIHC Board to be approved. I personally phone all applicants and tell them their spot, whether they're on the team or on the waiting list, advising them to apply for passports immediately; send list of riders to FEIF; mail packet of information to riders, including FIPO rules, required show clothes, and other pertinent information available from FEIF at the time; obtain parents' permission to set up an email distribution list including their teen-agers' email address and the parents' email addresses. I notify parents and the USIHC Board as soon as notification from FEIF comes that our waiting list riders can attend. I call Caryn Cantella and have her order the flag race trophy and have it sent to the Youth Director; send all pertinent information and answer all parents' and teen-agers' questions through distribution lists so all have the same information, including names and addresses of previous FEIF Youth Cup parents to contact to ask questions, and obtain referrals for horse leases. I personally mail USIHC horse selection policy to all riders, to be signed by parents and riders, and collect them. I collect insurance information, copies of passports, itineraries and names, addresses and phone numbers of horse owners who are loaning/leasing their horses to our teenage riders. I make sure all the riders have monies to FEIF. I send the money to FEIF from USIHC to pay for the stalls. Periodically I phone the riders to ask how things are going and to answer any questions. I buy two American flags to bring to the Cup, and secure FEIF Youth Cup jackets; order an international cell phone to call riders a couple of days before Cup starts to be sure everything is working out with the horse they are leasing, and

help them obtain a new horse if necessary. This cell phone is also necessary for any emergencies or other problems for which parents need to be contacted. I meet riders at the airport or train station the day of the Cup, remind riders that they are required to write articles for the Quarterly; collect the articles and send them to the Quarterly. And the rest of the responsibilities for the Cup are listed in the Tasks and Responsibilities paper adopted by the FEIF Youth Committee.

In Glasgow, we spent two hours in a discussion group to define the roles of the country leader and the team leader. The country leader has three pages of responsibilities; the team leaders have two pages. I think that's part of what you wanted. FEIF spent quite a bit of time developing and adopting those.

The next part was, "establishment of a National Youth program." I'm not sure if you meant a program like the riders' badge program, that's being implemented by Education, or if you had something else in mind.

Response: I think all four of us probably had different ideas, recognizing that it was for this group, or a group designated, to come up with a program, rather than any individual. This is just for people to start thinking. It was deliberately not specific.

Sandie continued, quoting from the proposal: "so the Youth and Education Committees will collaborate, etc." My response is that I personally began taking riding lessons as an adult, and I never participated in any youth riding programs at all, so I wouldn't know how to start putting a program together.

From the proposal: "The regional clubs with active Youth activities should be asked to share ideas." This is already being done. The regional clubs have Youth directors; we're all on a distribution list. They are asked to share all of their Youth activities with each other so we can promote them, so other kids from other areas can attend them.

"The committees will collaborate on a youth program handbook." I think this is a great idea. Again, I personally wouldn't know where to start to put that together. "The Youth Committee will assist regional clubs with advice." To my knowledge there was a youth camp in each area, east coast, south, Midwest and north coast, last summer. I never got the information, so I couldn't send it. I read about it in the Quarterly after it happened. If people could be forthcoming with the information, I could send it out to all the regional directors, and we could promote it more throughout the United States. Maybe it's just my perception, but I think people are tired of hearing about these things happening in Europe, and they want something in America, and they want to know about things that are happening in America, and the time is right.

"Input from leaders of well-developed youth programs." I think this is a great idea. "Further, the Youth Committee will be tasked with defining the roles." As I said, in Glasgow they spent two hours hammering that out and discussing what their roles would be, so I have them to share.

"Determining a process by which the Youth Committee will solicit and review candidates for Youth Cup camp team leaders." This is a good idea. Last spring I asked Laura Benson, Sigrun Brynjarsdottir, Asta Covert, April Johnson, Stina Sigurbjornsson, and a few others to apply for team leaders for the FEIF Youth Cup in Austria. Most of them replied to me, and none of them were able to leave their jobs to volunteer for this position. So, I have reached out to very qualified people, and we just have to move forward with that.

"The Committee should also actively reach out to qualified trainers." Yes, we desperately need this, and it is time. "The Youth Committee will draw up a list of qualifications for FEIF Youth Program leaders." I'm not sure what you mean by this. (*Response could not be heard.*) And the last one says that, "the concerns and input from all Board members for this Youth program review and development project is encouraged." I just want everyone to know that I submit every single thing I do with the Youth program to the Board for review, so this project wouldn't be any different. "I hope that answers some of your questions."

Barb Riva, Wisconsin, asked whether the letter Sandie said she sent to all of the Youth members explaining all that we offer as far as Youth, just goes to the Youth, or whether it goes to the families also. Sandie said it goes to all the Youth members, and this year she sent out over 100 letters. She said she has kept the Youth members on her list, even though they might not be current members. She said Caryn Cantella is going to update that list and send it to her in a few weeks. She said if she knows they're too old, or she knows personally that they don't have horses any more, she takes their names off the list. But aside from that, she sends the letter out to them every December so that, in case something might spark their interest and they might want to rejoin the Congress, it will give them that opportunity.

Barb said that she was wondering, though, if that letter could go to every member, whether it's family or single. Some of the members have farms where perhaps a grandchild rides, or someone they know who is a youth rider, and they could sponsor that person into these events, and promote these Youth events. I just wonder if we might be cutting ourselves short on participation if only the youth members are getting the information." Sandie said she sends all the letters to the regional directors as well, to print out and hand out to all the kids they know, even if they're not Congress members. And now the Youth letter will be on the website as well.

Andrea added that, having done several mailings over the course of the year, to minimize costs she likes to "stuff" those envelopes "as tight as we can", and one of the things she would have liked to have put in the recent mailing about the World Championship tryouts is that Youth letter. She said she thought there would be many people in the same situation she's in, people who don't have children but might pass it on to somebody who does. So, she also would like to see the Youth letter go to everyone for this reason.

Pat Moore said that sending a letter just to the youth doesn't always work. While they may be momentarily excited about the letter, it might not go beyond that if the young person is, perhaps, less than organized.

Rich Moore said he's very interested in the Youth activities in the U.S., and interested in her comment that information on Youth camps and activities is sent to the Youth directors of the regional clubs. He said he's not pointing any fingers, but he doesn't remember seeing anything forwarded to the club about such activities. He said they have heard indirectly that the Northeast club is having a Youth camp this summer, and that Barbara may be having one this summer, but they certainly haven't heard about it officially. He said it would be great if somehow the communication could be improved, and perhaps things could be put on the bulletin board or sent by email. He recognizes that the Congress doesn't like to send things by email, but in addition to stuffing envelopes, he noted that many members are used to using email and it would be nice to receive such information electronically so they could forward it to their entire club and other people as well, to get the word out. He thought if all the regional clubs who are taking the initiative to have Youth activities would extend invitations to other Youths in the state, that would be great, too.

Sandie said all of the regional club directors are on a distribution list, and any information sent to her from a club is sent out to everyone. She said again that last summer she believes there were four camps in all four areas, and she didn't get any information from any of them. She said she perhaps should be more proactive and remind people on a monthly basis to send information send on to her, so she can send it out to everybody.

Andrea Barber commented that one of the greatest failures she's seen in the regional club programs is that much of the information is not forwarded, and she finds it very disappointing that information is not passed on. The point is for this information from FEIF and the Congress to trickle down. We need to work on that from both sides, from the regional club and from our side, to make sure that information being passed on goes to everyone, goes to where it needs to be.

(unnamed female speaker) said that one other thing is that the regional club Youth directors might contact Sandie once a month to ask if there's anything they haven't heard about. It should work both ways. If you've got a question, ask it, or have them give a report if they have meetings. Have them contact Sandie, and get the communication going both ways.

Ed Hilgaertner shared an observation. He said he believes the only way the whole Congress can have effective Youth activities and participation is through the regional clubs. That's where the kids are. They're the ones that need to get the Youth activities to occur.

(unnamed female speaker) said that what we do have, that the regional clubs do not have, and what the membership doesn't have, is access to the other member countries and their youth programs—what they're doing and trying. For example, Finland is a new country, and they're really developing Youth programs. There are a lot of new countries, with which Sandie is getting acquainted now from being in Glasgow. They can give her ideas about youth programs that are successful there. She can take those ideas and send them to the regional clubs. So we do have access to some out-of-the-country ideas and information that the regional clubs are not going to have. They have the kids, we have the access.

Rich Moore, Virginia, said he believes that over the last year we've been seeing real growth in the committee system within the Congress, but his impression is that the Youth Committee has not reached that stage, and is essentially an email list rather than an active group of people working on various projects. He thought one thing we could look for as a goal, perhaps in the coming year, is to get more representatives from the regional clubs who are interested, and start developing a Youth Committee along the lines of the other committees, where you have projects, and people working on different things, and your role would be more one of coordinating what's going on, rather than trying to do it all yourself.

Steve Barber, New York, felt we should step back a moment and realize that Sandie is a volunteer. She's not a high-paid executive of the Board of Directors, and she could quit at any time. She's got a lot of experience, and has made a great contribution to this. I think it's easy to "beat up" on the person who's doing the job, but I personally think you're doing a fabulous job.

(female speaker), said this proposal was by no means meant as a "beat-up" at all. It was meant to expand the effort, and to recognize that you can't do it all by yourself, and that it's time for other people to step up and help. That was what the genesis of this was. We also recognize that this is a multi-year program. Maybe we can just take two steps

next year, and three steps the year after, but you just can't continue to do it all by yourself.

Bernie concluded by saying that this has been a very informative annual meeting, and "I appreciate all the input from each one of you as individuals, and you can see from the reaction to the various Board presentations that we have come a long way. Each year we incrementally move forward. There is still a lot to be done in many of our areas, not just Youth, but in Education, and in Sport. I love history. I've been reading about the pilgrims recently. The Indians had a feeling that the pilgrims were hiding barrels of contagion underneath the floor of their cabins. Actually, it was gunpowder. Those of us who have become involved with this unique horse have, in many ways, a contagious experience with it, and we infect others with our enthusiasm. The kids do it, we do it, and I think that's our real goal for this year: to share what we have, enjoy it ourselves, and let our friends, young and old, enjoy it with us."

He thanked everyone for coming, and adjourned the meeting.

USIHC Special Meeting for Youth Cup Issue
April 25th, 2007

Board Members Present: Bernie Willis, Sandie Weaver, Barbara Riva, Caryn Cantella, Ed Hilgaertner, Anne Elwell, Andrea Barber, Katrin Sheehan, Laura Benson

Bernie Willis submitted the draft for the Judges Training Program. Ed moved that we accept the corrected document. Katrin Sheehan seconded. All members were in favor.

Alexandra Pregitzer, Janesville, Wisconsin as agreed to become the chairman of the Education Committee. Bernie made a motion that we accept. All members were in favor.

Caryn Cantella made a motion to create a separate e-mail contact address for the registry. All members were in favor.

Katrin Sheehan moved that all other business be addressed at our next scheduled Board Meeting. All members agreed.

(The information above has been moved to the May 29th, 2007 Board Meeting Minutes)

Anne Elwell sent an e-mail to all panelists on 4-22-07. She did not want any of the youth panel members to feel offended or rushed because of Rich Moore's additional recommendations. She informed them that we will have the special meeting to review all the recommendations. Her e-mail invited further discussions before the meeting. Rich Moore e-mailed and felt that the panel was not being rushed, however, another panelist felt a bit rushed by this meeting. Anne felt that the recommendations were written well enough that we could review it. None of the panelist felt strongly about having to rework any part of their recommendations.

Anne did an outline of how she felt we would address these recommendations. Anne wanted to start the discussion with the conflict of interest issue that was brought up in the panelists' document. Once that is discussed, we then need to review Sandie's role in the committee. She said we should take a look at the recommendations for the Youth Cup in the future. Finally, we need to discuss the responsibility of the board and how they respond to these kinds of issues and the mention of liability. Anne asked if anyone on the board had further ideas of how to organize the discussion for this meeting.

Conflict of Interest: Anne said the panelists did not do any factual investigation. Sandie Weaver felt that before Anne makes a statement such as this, the Board needs to be on a conference call with all the panelists to ask them that question directly. She felt that for one Board member to send an e-mail to one person on the panel, and come back with that conclusion is not fair to the entire panel. Anne reminded Sandie that this was her Board appointed job and she felt she was correct in reporting the answers. Sandie said that she would like to speak to the entire panel so that the entire Board can hear their responses in regard to that issue. Anne asked if she was suggesting that we adjourn this meeting and reschedule this special meeting with the panel. Sandie replies that if Anne had questions about how they came about to their recommendations, she believed the whole Board should be able to ask them questions all at the same time and the whole Board should be able to hear those answers at the same time. Sandie said that this was what the panel was commissioned to do. Anne felt that the panel was commissioned to look into what

happened at the 2006 Youth Cup and Anne said that she wasn't sure if they did a whole lot toward that. Sandie said that if she is questioning that then she should be able to ask the panel those questions in front of the entire Board and the panel would then answer that question for the whole Board to hear. Anne does not have a problem adjourning the meeting and rescheduling the meeting with the panel included. She asked what the opinion of that was from the rest of the Board. Andrea said it was fine with her. Ed did not have a problem with it. Barb questioned how much longer we are willing to let this issue drag on. Barb felt that this issue has take much too long to be resolved. Everyone, including the parents, feels this has taken a ridiculously long period of time. Some on the Board and USIHC members are wondering if we are taking this issue seriously and she felt that we need to set a deadline on resolving this issue. Barb felt that if we do adjourn the meeting and reschedule it with the panelists, then it's extremely important that a deadline be set for completion. She felt that the time frame of this issue has been ridiculous and people involved don't even remember the details or even care what happens anymore.

Caryn Cantella asked if Barb Riva, Bernie Willis or Sandie Weaver have a problem with the recommendations that the panel made with regard to the conflict of interest. Sandie did not have a problem with it. Bernie does not have a problem with it regarding himself. He doesn't mind that he is excluded from voting or even participating in much of the discussion. He personally had a problem that the panelists felt that Barb Riva was prejudice, and in fact his opinion was that everyone on the Board should be considered prejudice with their line of reasoning. Anne's position doesn't have a problem with the youth cup issue but it has to do with the general issue of conflict of interest and the Board. Anne had thought about this issue last August when the Youth Cup problems had been brought to light. At that time, she wondered if Sandie should be voting on these issues. Anne felt that the reality of the situation is that the nine people who sit on the Board include some of the most active people on the breed. It includes major competitors, it includes breeder, farm owners, in includes event planners, it includes the editor of the only other major Icelandic Horse magazine in the U.S. We all have friendship ties with dozens of other members throughout the country. There isn't a single issue that we address that at least several of us don't have some sort of personal connection to. Anne felt that there has never been a time that she had ever felt uncomfortable with that fact. She actually thought that fact actually gives us all the information that we have in addressing issues. If we were in some sort of big governmental situation where we didn't have information about each other and what we do and who we know, etc. Then we might have to worry about undisclosed, covert conflicts of interest that would make somebody rich, that no one knows about, etc. This is not the situation here. Sandie begged to differ. As country leader for the U.S., she was chaperone for all of the FEIF kids, one of them met Sandie the previous summer, three of them met her one day and spent maybe an hour around her. So she was going cold into that situation. She did not have personal ties to any of those youth except maybe one. Anne suggested that she may have less personal ties around the country then some of the others; however, she was just talking in general about the Board. What Sandie felt Anne was trying to say was that we are a small community and everyone has ties to everyone else? Sandie went on to say that as country leader, representing the Board and representing the Congress in chaperoning those five kids, they did not know her. Anne agreed with her, however, that is not the issue she is trying to address, which is a general issue of conflicts of interest within the Board as we address things. Anne said that she is not talking about Sandie personally on this issue specifically. She is talking about us in general. Anne felt that at various times over the past 14 years or so, that a lot of us have had personal interests in things and she had never seen that as a problem in making good and fair decisions on things. We sit as a Board on these issues and everybody should have a voice in it. Anne doesn't feel that anyone should be excluded in voicing on this issue. If you take out Sandie, Bernie and Barb from the discussion, you take out the three people who know more about the Youth Cup than anyone

else in the country. I want to hear what they have to say. Sandie reminded Anne that these three individuals were not there. Anne said that other than Sandie, none of us were there. However, still as a Board we have to discuss and we have to come to some kind of conclusion about what is good for the organization and good for the Youth Cup organization. On any decision we have to participate on what's good for the organization and the issue. We've had discussions about the Quarterly in the past. We have not had anyone suggest that Andrea doesn't have a good, full and fair experienced voice in that subject. Andrea asked why she wouldn't. Anne said because under strict conflict of interest approach, she is editor of another Icelandic Horse magazine. Andrea said that is true but she doesn't get any monetary gain from that magazine. Anne felt that may be true, but the possibility was there. When referring to the issue of Conflict of Interest, we are really looking for financial conflicts. Andrea felt that she had always disclosed that there is no financial interest. Anne agreed and as far as she was concerned, that was fine. She trusted that Andrea would not make a decision one way or the other that would benefit Tolt News. Caryn asked if Anne was concerned about setting precedence in this issue and Anne said yes. While this is an interesting issue to look at, but when the Board has to make a decision about something, it is the Board in its entirety that has to make that decision. Katrin felt that was the reason there were nine people on the Board and everyone has the same voice. Anne felt that if one person did have a prejudice in their decision on something, there are still eight other people who could cancel it out. Anne said that she has an enormous amount of respect for everyone on the Board and believed that everyone, whatever their personal feelings are, puts personal feelings aside and tries to make the best possible decision for the organization and the Board that they can make. Caryn does not disagree that each Board member does bring something to benefit the Board. Caryn, however, looks at this as a one-time recommendation for this particular conversation and not necessarily look at it as setting precedence. One of her concerns is that we are taking bits and pieces of what we have asked the panel to recommend and following some recommendations and not other ones. Anne said that is our job. These are just recommendations and as Rich Moore said, we can throw them all out or adopt them all or just some. They are just a series of recommendations. Caryn felt that some are long-term recommendations and some are just for the particular discussion. Speaking of the Conflict of Interest issue, she doesn't have a problem with any of us speaking; however, the panel's recommendation is just a one-time-only suggestion and not setting precedence. Anne feels that this is a major issue that everyone needs to participate in. Andrea feels that the Conflict of Interest issue is a good one and in this circumstance Bernie and Sandie have a conflict; however, she feels that Barb may not. It doesn't sound that either Sandie or Bernie have a problem with excluding themselves from this issue and she would like to see us get back to the issue of the Youth Cup problems. Anne reported the basis of the panel's feeling that Barb had a conflict of interest. Andrea said that she felt Sandie had a valid point in that you making statements as to your opinion of why the panel made certain decisions. If they aren't here to verify those opinions, then she is also uncomfortable with that. However, getting back to the same issue, Andrea does see a conflict that bothers her if Barb participates in the discussions. Ed said that Barb mentioned it slightly. We have the panel's recommendations for whatever they are worth. We can look at these recommendations and either agree or not agree as a Board or we can talk around it as long as we want to. But he didn't think it would be right to empower another panel to analyze the decisions of this panel. This would drag the issue on further and he didn't think the Board wanted to do that. Ed felt that it will be difficult to satisfy all the individuals involved anyway so what he would like to see is for us to go through each recommendation and have a short consensus of agreement or disagreement. Anne and Andrea agreed. Before continuing, Sandie asked who is allowed to vote. Ed said that everyone was going to be allowed to vote. Andrea felt that this would be a good way to see if we are all on the same page or not. Sandie agreed.

- 1) **Sandie's role:** This starts with the paragraph saying '*Given the controversy*' on page 1. Anne had trouble understanding what the panel's recommendation was on this issue. One sentence included '*should she wish*', etc. Anne personally interprets that sentence is that "Should she wish, Mrs. Weaver should remain in an advisory role to assist in supervising the Youth Cup program and in selecting future Country and Team Leaders". It looks like they are talking about her general role in the Youth Committee. Anne didn't feel that we asked the Panel to give us an opinion on and we should just look at that as excess verbiage. Ed, Andrea, Caryn, and Laura agreed. Ed said that they may have thought that this was a recommendation but they didn't word it that way. Andrea felt that the sentence was not very clear. Anne agreed. Anne talked to Eileen on this sentence and she felt that Rich needed to make this sentence less contradictory and misleading. Anne asked how Sandie felt about this. Sandie wanted to clarify that we don't vote on it because it is unclear. Anne felt that we look at it as the panel is recommended that she remain as an advisory role to assist and supervise the Youth Cup program in selecting Country and Team leaders. Anne doesn't see it as any recommendation vis-à-vis your role otherwise in the Youth Committee. Katrin pointed out that they said "Youth Committee" and not "Youth Cup". Anne pointed out that is the confusing part of this portion of the recommendation. Caryn stated that they also talk about Country and Team Leader. Anne agreed. Katrin sees it as the panel is recommending that if Sandie wants, she can have the position of the Youth Leader on the Board, but for the Youth Cup or any other International events, she will be supervising and helping to select Country and Team leaders for the Youth Cup. These are two levels of Youth Leadership. One is a National level doing work on the Board and organizing all issues and events for the Youth. The other is all related to the Youth Cup. Anne agrees with Katrin's interpretation. Caryn also agrees with Katrin's interpretation. Sandie agrees with that interpretation as well. Ed also agrees. Katrin reiterated that the recommendation basically withdraws Sandie from going to the Youth Cup. Laura said that it withdraws her as the Leader but it doesn't keep her out of the loop of suggesting things. Katrin states that Sandie is still involved in an organizing the Youth Cup event here in the U.S. Caryn also said that she would be involved in selecting Country and Team Leaders for the Youth Cup team. Anne agrees. Laura agrees. Andrea agrees. Ed asked the rest of the Board members if they agreed with that interpretation. Sandie said yes. Ed asked if Bernie agreed with that interpretation. Bernie felt that the recommendations said if Sandie chooses, she could remain on the Board as the liaison to the Youth Leader or perhaps even be the Youth Leader as far as the Board is concerned. Caryn felt that they are saying Sandie should be on as an advisory position for selecting Youth Country and Team Leaders. Ed said that it made sense to him since she is the only one who has the experience with this event. Anne agreed. Andrea felt that as we go through these points and no one objects, then they will be considered accepted. Anne agreed. There were no objections to the interpretation of this point in the panel's recommendation.
- 2) **Future leaders should be chosen with strong administrative skills and devotion to the duties of a Country Leader and who are good leaders in that they are confident, flexible, personable and dynamic.** Anne made sure to let everyone know that if someone is finding something different than what she is reading, then they should please speak up since she is working from the original draft and there had been some changes to that. They suggest that two people accompany the Youth Team to this event. One as Country leader and the other as an assistant. Parents of the riders should be considered to fill the assistant's position. Anne felt this recommendation was fine and that some of the Board had made this suggestion back in August of 2006. Andrea agreed that

this was a two-person job and there were no objections to this by the Board. (Sandie reminded the Board upon reading the minutes that this had already been voted on months ago.)

- 3) **The Board should establish a process for selecting the U.S. Country Leader, Assistant Leader and Team Leader which utilizes recommendations from interviews from candidates for those positions by a three-member panel appointed by the Board and composed of Youth Committee members and past participants of the Youth Cup.** Anne felt this recommendation was too complicated. Andrea agreed. Katrin felt that there needs to be some kind of process in place. It's not only needed for use in international affairs but also for participation in international sport and breeding events. We need a process for selecting those people. Anne agrees with that. We should send that task to the Youth Committee for further approval by the Board. Andrea suggested that we appoint three people specifically from the Youth Committee. Katrin said that is what she was suggesting. Laura suggested someone from the Sport Committee also be included in the panel. Caryn felt that one of the panelists should be Sandie since that was their recommendation. Anne agreed. Laura agreed. Andrea agreed. Sandie said that right now all the people on the Youth Committee: one of them is married to the participant of the Youth Cup; none of them have been participants of the Youth Cup. Anne suggested Amelie Brewster. Laura again asked if we should consider someone from the Sport Committee. Caryn asked if this is something that the Youth Committee should choose amongst themselves. Anne agreed. Andrea agreed. Anne felt that it would be appropriate for the Board to make a recommendation that they should pay special attention to competition experience and experience in Europe. She said that Amelie Brewster would be an excellent choice as one of the three-member panel. Sandie agreed. Caryn asked if she was on the Youth Committee. Sandie said that she is not. Anne said Amelie told her she sent e-mails to Sandie trying to join the Youth Committee. Sandie said she did not receive them. Sandie didn't even know that she was back in the U.S. Anne said that she would check with her further. Ed asked if we all agree with this. Anne agreed. Andrea asked if Barb had the transcript of this particular conversation regarding recommendation #3. Barb stated that she had it recorded and she was also typing along as to not miss any of it. Anne felt that this is one that many of us may have things we want to add or subtract after we see it all in writing.
- 4) **U.S. Country Leaders should encourage and create opportunities for youth riders to mingle with riders from other countries.** Anne felt that some of these requirements go without saying. Andrea agreed. Sandie agreed.
- 5) **A manual should be prepared for the riders and their parents spelling out all FEIF youth event events including rules on outside trainers on the grounds.** Anne felt this would be a huge job for someone to take on. Sandie has basically already done this and sends this and every bit of mail to parents and the riders through e-mails. Sandie said this is just one more item that she needs to add to it. Andrea suggested that this should be in more of a manual format and also make the information accessible on the web site. Caryn suggested that this become something that the Youth Committee can work on. Anne agreed. Anne felt that this project would give some of the past youth cup participants the opportunity to give input for this manual to help get a little involved. Sandie does keep in contact with some of the past Youth Cup participants. She has asked past participants for some input but she's found that they have all gone off to college and are doing other things and may not have the time to put into this project. However, she will ask them.

She felt that this is a good idea and their input would be helpful since they are the ones that have the most knowledge. They were there experiencing it all and they are the ones that can come back and say, this is what the other kids and other parents need to know. Anne agreed. Caryn suggested that the Youth Committee comes up with an outline that they could add to it and come up with a good manual. Caryn felt that instead of asking the past participants to create something that they may never get around to, it might be better to ask their opinion of an outline to make the job easier for them. Anne will encourage the three youth rider trying out in New York to get involved in this project when she sees them for the World Championship tryouts in May. It was Anne's guess that they could give some feedback on this and it might keep them further involved. Ed felt it was worth a try.

- 6) **The Youth Committee should explore the feasibility of holding a preliminary meeting in some central location several weeks prior to the actual FEIF Youth Cup event.** Anne felt this might be a good idea, however, may not be very affordable. Katrin said that it is not necessarily affordable. Andrea asked Barb if the youth cup riders met Sandie at a competition in Wisconsin in 2006. Caryn said she thought Sandie went to Wisconsin to meet them. Sandie said that she did travel to Wisconsin in June of 2006 to meet the Youth Cup team to attend that competition in Wisconsin. Barb verified that all but one of the team members attended. Shannon Fitzgerald's daughter could not attend but all the others did. Laura thought it was a good idea but could be very expensive and difficult to coordinate. Anne felt that while this is a good idea, it makes for just more expense that these participants have to pay for on top of everything else these kids are paying for. Caryn thought the Youth Cup kids had their own e-mail discussion list available to them where they discuss things via e-mail regarding that subject. Andrea set one up for Sandie but she felt the kids did not use it at all. Sandie agreed that the kids did not use it. Sandie said that there was one set up for Youth Camp in Iceland two summers ago and out of the 50 kids that attended, possibly only 6 exchanged some minor e-mails. Ed said that it was obviously something they did not want to do. Andrea guessed that it was not popular. Laura felt that kids really don't work that way. Sandie felt that it might be used more if it was on 'My Space'. Laura agreed (laughing) saying now there is an idea. Sandie felt that these discussion lists are not used by participants. Anne said that we can make this suggestion for them to try to get together at some point before the Youth Cup if it is at all possible. Andrea agreed. Ed agreed. Andrea said that it sounds like a good idea but the feasibility of it might be difficult.

- 7) **The U.S. Country Leader must be informed if parents intend to bring a trainer to the Youth Cup.** Anne states that she is having a little trouble with this recommendation. Katrin Sheehan felt this recommendation was contradictory because this event does not allow outside trainers on the grounds during the event. Sandie verified that is correct, no one is allowed to bring a trainer on the Youth Cup grounds. Anne felt that we should reject this recommendation completely. Sandie wanted to read the recommendation completely: **Trainers will be allowed on the grounds only after prior coordination with the U.S. Country Leader and with prior permission by the FEIF Youth Cup director. Parents should be informed before the event that having a trainer who is not a Team Leader on the grounds of the Youth Cup is against FEIF policy.** Sandie agrees with this recommendation, however, this is a rule and doesn't need to be said. Sandie asked if this is a rejection, and Anne said yes. She felt that we should not even open the possibility. Andrea said that this was just not possible.

This now brings us to Board issues. The first one being the notion of potential liability of the USIHC arising out of the presence of teenage and pre-teenage children in non-public areas with adults not part of the official Youth Cup activities. Anne didn't think there is such a special category. Anne said she had never thought of potential liability for Congress related to youth participating in this event or any other Congress program. Anne wondered if our insurance covers Congress for this liability. Andrea said this was a good question. Laura agreed. Ed felt that our insurance only lists certain events that it covers specified events and Andrea felt only events here in our country. Anne then posed the question of what would happen if we sponsor youth at an international event and they get hurt. Katrin feels this is an extremely large issue that needs to be checked into. Ed felt that the parents of the youth should be required to sign a release, however, many felt that would not be sufficient to protect our organization in this incident. Sandie informed everyone that on the application for Youth Cup, it says that FEIF International will be released of liability and Sandie also has the parents sign a form that releases USIHC of liability and that Sandie Weaver will not be responsible. However, Anne feels that this release of liability forms will not protect anyone or any organization if something would occur. Andrea asked Bernie to be sure to question our agent at Best Insurance to see if we have liability coverage with the international events we participate in. Bernie agreed. Barb thought that we might be able to get some kind of special insurance umbrella or rider to cover these international events. Katrin informed the Board that in Europe, FEIF will require everyone to sign these waivers of liability anyway, and in Europe, these waivers are more protective for the organizers. Anne felt that it is not the case here in the U.S. Andrea agreed. Anne also informed everyone that the best waiver in the world does not protect from negligence. Ed said that this is a valid issue and we need to consider it for the future. An attorney can easily sue someone for negligence and only insurance is designed to protect individuals in the case of negligence. Anne reiterated that this is a very important issue to get ironed out soon. Caryn Cantella asked if when the children go to these international events, are they the responsibility of FEIF or the responsibility of USIHC and their representatives. Caryn said that we are not holding the event so that may release us of that liability. Anne said that in these situations, attorney will name everyone involved or connected to the event no matter who is the organizer. Ed verified that Bernie will check further into this insurance issue.

The panel recommended that the USIHC respond immediate when the U.S. Country leader seeks help or guidance during the Youth Cup. Anne felt this was an obvious recommendation. Sandie then asked that if this was obvious then why did she not get anyone to respond to her e-mail? Anne said that no one on the Board perceived her e-mail as a request for anything from us. Andrea also added that after reading the e-mail, she felt it was just information. Anne felt that everyone perceived the e-mail as informational and not a single person on the Board felt it was a request for help. Sandie asked if any of the Board members called Goetz George. Anne did not know nor did she feel that it had any relevance. Sandie felt that it absolutely did have relevance because if they were going to contact him, when the youth leader is contacting the Board, then that is circumventing our Board and the problem. Sandie felt that in her mind, that was what exacerbated this thing out of control. Barb informed Sandie that she did call Alyssa Davis' father (he was the only parent not at the Youth Cup event) as soon as she read the e-mail and asked him if he had recently talked to Goetz. Sandie asked why Barb did not respond to her e-mail. Anne said that no one on the Board responded to her e-mail. Barb agreed that she did not respond to Sandie's e-mail. Sandie said that she was the only one there representing the entire Congress. In speaking about insurance, Sandie felt that she would be the one who would be sued in situations occurring at the Youth Cup event. Anne assured her that in a law suite situation, any attorney would look to Congress for deeper pockets then any one individual. Sandie again stated that she was the only one there representing Congress and

chaperoning these youth riders. Barb stated that the parents of all but one of the girls were attending the Youth Cup event. Sandie said that they were not supposed to be there. Barb said that the parents were trying to help the situation but that Sandie did not accept their help. Barb said that she couldn't understand that with the urgency of the situation, she would not contact the parents who were within driving distance of the event. Sandie again stated that the parents were not supposed to be there and that they signed something to that effect. Sandie also stated that Goetz was not supposed to be there. Sandie said the Goetz spoke to the German farm owner, who had never had a FEIF youth cup event before, and he did not know the rules. Barb reiterated the fact that Sandie was looking for help in the situation. The parents offered their help but Sandie did not accept that offer.

Anne interrupted the discussion stating that we are getting too far off the subject of the panel's recommendation. The recommendation states that if we are contacted for help, we should respond immediately. I think we all absolutely agree with that. Sandie asked why she was not contacted after she sent her e-mail. Anne stated again that we did not see it as a request for help. Sandie asked then why was Goetz contacted. Anne did not contact Goetz, and she said that if anyone had contacted him, it was probably to find out what was going on. Sandie then said but Anne did not contact her; did not call or e-mail her. Sandie asked that if she wanted to find out what was going on, why Anne didn't contact Sandie. Anne said she didn't contact anybody, Ed didn't contact anybody, Caryn didn't contact anybody. Anne also said that she didn't think Andrea contacted anybody. We didn't answer your e-mail only because we didn't see it as a request for help. If you would have said "p.s. guys, I'm in trouble here", Anne said she felt all of us would have contacted Sandie. Andrea apologized and said if she would have known Sandie was asking for help, she definitely would have contacted her. Laura Benson said that for future reference there needs to be someone on the Board that has official contact with the Youth Leader. Anne said that if in the future, if someone feels they need help, they must be sure to specifically ask for help. At that point, then of course we would all respond. Ed said that we just didn't see it as a request for help and that's the only problem. He said he completely agrees with the recommendation. Anne absolutely agrees. Sandie agrees also. Ed asked if anyone disagrees. No one on the Board disagreed with the recommendation of the panel. Andrea stated that in the future it's obvious that we have to be more sensitive to these occurrences. Andrea stated that all we can do now is learn from it. Laura asked who we will appoint to take on this position. Andrea said that it's not really a position but if any one of us reaches out to another Board member that we should not hesitate to help no matter what the situation is. Laura added that if anyone is in a position of needing help, they should be sure to ask for a response from the board as soon as they can. Sandie wanted to make it clear that it is disrespectful for someone to call a non-board member to ask about specific situations rather than respond to the Board member. Anne did not agree with this statement. Anne used an example: Let's suppose I am still breeding committee leaders and there is some huge problem that explodes. If I get the computer and send an e-mail that says, "hey guys, I'm in trouble here", then everybody should respond. Laura said that the e-mail should always say "please respond as soon as you can". The point that Sandie is trying to make is, if Anne is at a Breeding evaluation and there is a problem going on and she e-mails out to the Board, it is disrespectful; it is dishonoring her for Sandie to call somebody at the farm holding the evaluation, instead of calling Anne directly. Anne apologizes but she said she does not agree with that. Anne said she would not consider that disrespectful to herself. Anne felt that if she had friends involved in a situation that was exploding, she would be more than likely to call her friends, because they are her friends. She didn't feel, however, that it would be disrespectful. Katrin felt that there needs to be a certain procedure that these situations need to be handled and how information has to be gathered. Andrea felt that as a result of this issue, we will all be a little more sensitive now of things like this and that they will be handled in a more sensitive

manner. Caryn Cantella said that as a Board, we should not only call a friend but also call the person representing the Board because she felt we needed to know what is going on directly from that person. Katrin stated that since it was a Board matter then it was important to talk to the Board member first. Caryn felt that she knew there were a lot of phone calls going on but none were directly to Sandie. Caryn felt that this was a lesson learned. Andrea felt that it would be important to have a list of all the Board member's phone numbers, cell phone numbers, etc. so that if contact needs to be made, it can be done quickly and easily. Anne said she felt that was a good idea. Caryn also said that we should give the leader of these international events some kind of cell phone or device to be able to contact someone for help if need be. Sandie felt that this would be an excellent idea. She said that for the last FEIF youth cup her phone bill was \$600. The youth cup before was \$500. Katrin said that there are numbers to call to get a special rate calling to the U.S. Katrin said there are numbers to call when in Europe to get a fee of about one cent per minute to America. Sandie also said that we need to make sure it is a good phone company. Sandie said that the phone service and internet access is very inconsistent in different locations. Sandie said that at the first FEIF Youth Cup she had excellent service and at the second FEIF Youth Cup she had the same phone company it was also excellent. At the third FEIF Youth Cup she had a minimum of 42 dropped calls. Sandie sent a letter of complaint to the phone company and they gave her only a \$50 refund. Caryn asked if computer is a feasible way to communicate at these events. Sandie said that at the FEIF Youth Cup two summers ago, it was very easy to communicate via computer. They had a computer room set up that anybody could use and they had six computers that were available to anyone at any time. At the most recent FEIF Youth Cup, there was one computer at the entire farm and it was designated as the FEIF official Youth Cup computer and Sandie had to get permission to use it for five minutes only. Sandie said that when they went into town on Wednesday for a field trip, she found a computer shop where she was able to access her e-mails. Other than that, Sandie had no way of e-mailing anybody and with the problems with the poor phone service, she felt very much out on a limb. Ed said that for the future we not only accept the recommendation but also provide a means from the Congress to who ever we send to an international event. Sandie felt that their phone bills should be paid. Caryn asked if those calls were all to the parents. She said they were mostly to the parents. Anne said that the parents were at the event. Ed said that there is still a cost for a call even if someone is nearby. Ed said he sees no problem with Congress supplying a phone to representatives at Congress cost. Sandie reminded us that Susan Peters was in England and Massachusetts and she called Sandie several times checking on Cailie's illness. She called several times to try to get Cailie to the doctor or hospital. She did not arrive until the day before the competition. Sandie said she had calls to England and calls to Massachusetts. However, some of them are personal calls. Sandie says that she called the trainers to be sure the horses and kids are matched up appropriately to their horses. She made calls to see when they planned to arrive. These are the most of the things she used the phone for. Caryn said she had no idea she was putting that kind of expense out. Ed again said that phone access and services is something that Congress needs to provide for individuals attending these international youth events. Laura felt that communication is vital to be able to contact the parents if needed or the Board and if the phone is not working it makes it horrible to function. Sandie said it was really bad. Anne suggested that Congress purchase a global phone for Congress to use for these events. Andrea said that would be a good idea. Anne said she has one that allows her to call back and forth to her mother when she is in Germany. She felt that they are getting less expensive. She felt that we could get a global phone and it could go with the Team Leader at the World Championships, whoever goes to the FEIF Conferences, and the Youth Cup representatives. Caryn asked if it was something that could be turned on and off. Anne said yes, if you don't use it, it can be turned off. She explained that it is just like a regular cell phone. Katrin said that her husband has T-Mobile and it works all over Europe and here in the U.S. Anne said she had T-Mobile for a while and now have Verizon. All

she does is switch it over to the European mode and it's a really handy thing to have. Laura thought it would be a great idea. Ed asked Katrin if she knew anything about that kind of phone. Katrin has just a normal cell phone that he uses here in the U.S. with T-Mobile. When he lands in Germany, it will automatically switch over to the proper mode that will work in each country. Anne asked if she knew what kind of phone Katrin husband has had because she had an Ericson phone with T-Mobile for years and it had always worked that way. Katrin's husband has a Blackberry phone so he can also have e-mail capability on the phone. Anne felt it would be best to keep it simple, however, Katrin felt that it would be good to at least have e-mail accessibility for small e-mails. Anne asked if Katrin could find out the cost of her husband's phone. Ed said to consider this research a recommendation for her. Katrin felt that it should work with a very normal cell phone. Anne remembers that the service she had with T-Mobile was very affordable. Andrea thought that was a good idea and that the Blackberry would be perfect. She didn't think they were that expensive now. Laura felt it was important to have access to e-mail also, if anything, for an emergency. Ed agreed.

Next is the confidential nature of internal communications between Board members. Ed felt that this is assumed and while there are breeches now and again but there is no reason why we can't agree to this. Anne said that the problem with confidentiality is that there are 17 people with access to the Board e-mail discussion list. Sandie asked who they were besides the 9 Board members. Anne said that several spouses of those who are married have access. Sandie said that her husband does not know her password so he cannot access her Board e-mails. Sandie asked how many spouses actually want to read the Board e-mails. Anne said that Caryn's husband Tom can use her e-mail. Caryn said that yes he can but he doesn't. Caryn said that if her computer is open downstairs, he doesn't know her password but if it is open to her e-mail he could go downstairs and look at if he wanted to. However, it is probably the last thing he would want to do. Sandie said that she thinks we should have a show of hands as to how many spouses actually want to read the Board e-mails. Anne said that she was sure everyone would say no, however, even if they were very curious, they would say no also. Katrin added that her husband gets well over 100 e-mails a day and he would not want to look at any more e-mails of Katrin's at the end of the day. Anne pointed out that if one was talking about confidentiality, it isn't confidential if there are that many people on it. Andrea said that it is not 17 and anyone on the board can go on the web site and see exactly what e-mails addresses are signed up. It's just the case that there are a few people (Andrea includes herself) who have more than one e-mail address. Ed said that we all assume that it is confidential but, as we go along, it should get better. He feels we do not need to make any rules/changes with this regard. Andrea agrees. Anne agrees, however, that we should understand that it certainly is not a protected list. Katrin said that we are all not exchanging secrets either. Anne agreed saying that if you don't want it spread then call the party on the phone. We just can't expect these things to be absolute. Ed added an old saying: Don't e-mail anything you don't want to see in the morning paper. Ed thinks this is a good point and asked if everyone agreed. Anne agreed, Andrea agreed, Laura agreed.

Ed said that he didn't hear anyone objecting to any of the panel's recommendations. Andrea felt that once we get together, there is very little we disagree on. Anne felt that this group is great at resolving issues when we talk. Ed would like to see a summary of these panel recommendations. Anne will draft a letter to the parties involved and include the panel's recommendation along with a copy of the special meeting minutes. All agreed.

April 4, 2007

Youth Cup Panel Recommendations

This volunteer panel was charged by the USIHC Board of Directors with examination of the controversy arising out of the USIHC's participation in the 2006 Youth Cup and asked to submit recommendations to prevent similar problems in the future. The panel has examined emails and letters from the parents, riders, Bernie Willis, Goetz George and Sandie Weaver. It has contacted the parents and has received additional information from some of them and from some of the riders. The panel also has received answers to its follow-up questions from Ms. Weaver and an informative letter from Anne Svantesson, the FEIF Youth Cup Director.

An overall concern of the panel has been to compile recommendations which serve the best interests of the USIHC. If the USIHC is going to continue to send a team to the Youth Cup, it should take every reasonable step to maintain a successful program. The USIHC must recognize that attending the Youth Cup in a foreign country should be a memorable, lifetime experience for the children on the team. The Youth Cup demands a substantial commitment of time and money from the riders and their parents, as well as from the volunteers who accompany the team. The program will thrive only if all participants have a positive experience and if the USIHC provides appropriate organizational support.

Accordingly, the panel recommends as follows:

Given the controversy that has surrounded the 2006 Youth Cup, the USIHC's participation in the Youth Cup would benefit from the involvement of a fresh group of people in leadership roles. Ms. Weaver should be thanked for her loyalty to the USIHC's Youth Cup program and the long hours and considerable resources expended by her in making it a success. Should she wish, Ms. Weaver should remain on the USIHC Youth Committee in an advisory role to assist in supervising the program and in selecting future Country and Team Leaders. Now that Ms. Weaver has served several terms as US Country Leader, the USIHC should search for an equally well qualified replacement to act as US Country Leader for future FEIF youth events.

Future leaders should be chosen who share Ms. Weaver's strong administrative skills and devotion to the duties of Country Leader, and who are also good leaders in that they are confident, flexible, personable, and dynamic.

Two people in leadership positions should accompany US youth teams to FEIF events. One would be the Country Leader and the second an assistant. Parents of the riders should be considered to fill the second position.

The Board should establish a process for selecting the US Country Leader, assistant Country Leader and Team Leader which utilizes recommendations from interviews of candidates for those positions by a three member panel appointed by the Board and composed of Youth Committee members and past participants in the Youth Cup.

US Country Leaders should encourage and create opportunities for US riders to mingle with riders from other countries. This is particularly important for US riders who may have a tendency to isolate themselves because they are far from home and suffering from cultural shock and jet lag.

A manual should be prepared for riders and their parents spelling out all aspects of FEIF youth events including rules on outside trainers on the grounds. While much guidance is already provided, there should be an effective “operations manual” that include all the information. It would be useful for all involved.

The Youth Committee should explore the feasibility of holding a preliminary meeting of the US Country Leader, assistant Country Leader, Team Leader, riders and parents in some central location several weeks prior to the actual Youth Cup event. This meeting would allow the Country Leader to orally brief the riders and parents on all applicable rules and policies and on expectations for the riders. The parents and riders could also in turn clearly express their expectations and discuss any questions or concerns they might have about the event. The participants would have an opportunity to get to know each other in a less stressful setting than the Youth Cup itself. Those unable to attend the meeting in person could participate by teleconference.

The US Country Leader must be informed if parents intend to send or bring a trainer to the Youth Cup. Trainers will be allowed on the grounds only after prior coordination with the US Country Leader and with prior permission by the FEIF Youth Cup director. Parents should be informed before the event that having a trainer who is not a Team Leader on the grounds of the Youth Cup is against FEIF policy.

The Board must be extremely careful about potential liability for the USIHC arising out of the presence of teenage and pre-teenage children in non public areas with adults not part of official Youth Cup activities. Those children will be considered the responsibility of the USIHC at all times during the Youth Cup because they are participating in a USIHC program and are under the overall supervision of the US Country Leader as the USIHC’s representative. The necessity for the USIHC to recognize potential liability issues is independent of the character or integrity of the adult interacting with the children in an unofficial capacity.

The USIHC Board must respond immediately when the US Country Leader seeks help or guidance during the Youth Cup. The Board should appoint a board member to serve as the Country Leader’s primary contact and liaison with the rest of the Board during the Youth Cup. The Country Leader and board contact person shall keep themselves available at all times by telephone or email during the Youth Cup.

The Board should consider the confidential nature of internal communications between Board members on matters such as the report of problems and request for help by the US Country Leader during the 2006 Youth Cup. Although Board deliberations and decisions at meetings must ultimately be made available to members in the meeting minutes, it is reasonable for Board members to expect that internal communications at other times will be kept confidential. If some Board members do not intend to keep internal communications confidential, the Board should establish a policy clarifying which communications are expected to be kept confidential and which are not.

Ms. Weaver and other USIHC Board of Directors members, Barb Riva and Bernie Willis, all have conflicts of interest relating to Board consideration of the controversy surrounding the 2006 Youth Cup.

Ms. Riva, Ms. Weaver and Mr. Willis should not participate in BOD deliberations and decisions regarding issues surrounding the 2006 Youth Cup.

The Board should adopt a conflict of interest policy defining what is considered a conflict of interest for Board members, and requiring each Board member to disclose conflicts of interest involving him or her and to refrain from participating in Board deliberations and decisions when such a conflict of interest exists. The USIHC should be encouraged to incorporate the conflict of interest policy in Bylaws.

In order to maintain a successful Youth Cup program, the USIHC must recognize the critical importance of monitoring the satisfaction of all US team participants in each Youth Cup. The Board should assign the Youth Committee the ongoing task of exploring how to enhance the experience of riders at the Youth Cup. The Committee should be encouraged to survey past participants in the event for their ideas.

Respectfully submitted,

Eileen Gunipero

Rich Moore

John Parke