



United States Icelandic Horse Congress

Notice of Election 2018

In accordance with Section 2 of Article IV (Voting and Elections) of the Constitution of the United States Icelandic Horse Congress (USIHC), the President has appointed the following Congress members to administer the 2018 election of Board of Director members of the USIHC:

Lynn LaPointe Wiese, Chairperson
Nikki Sue Flannigan
Jean Marie Scott

In further accordance with Section 2 of the Constitution the election committee shall:

- Accept nominations until October 1, 2018.
- Prepare and distribute ballots to all voting members by October 15, 2018.
- Accept voted ballots until December 1, 2018.
- Provide the tabulated results to the President no later than December 15, 2018.

The upcoming election shall select three directors, who will serve for terms of three years starting on January 1, 2019. Incumbent directors Emily Potts, Leslie Chambers and Lori Cretney are up for re-election. Emily Potts and Leslie Chambers have opted to run for re-election. Lori Cretney has declined to run for re-election.

In accordance with Section 3 of Article VII (Board of Directors) nominations for the position of director shall be in writing. The nominee, the nominator, and two seconders, all of whom must be voting members of the USIHC, shall sign nominations. The nominator and seconders shall not be of the immediate family of the nominee. Nominations should include the email address and telephone number of the nominee. Nominations must be received by October 1, 2018. They should be mailed to:

USIHC Election Committee
Lynn LaPointe Wiese, Chair
200 River Cove Meadows
Social Circle, GA 30025

All candidates are requested to email the election committee at election@icelandics.org with statements of one or two paragraphs giving their backgrounds in relation to the Icelandic Horse and reasons why they should be elected. Statements may also be mailed to the above address. The candidate's statements will be disseminated with the ballots. Any questions regarding the election process should be addressed to the Chairperson by email (election@icelandics.org) or telephone/text 989-560-2897.



USIHC – 2017 ANNUAL MEETING

1/13/2018 DENVER COLORADO

Board Members

Present: Will Covert, Kari Pietsch-Wangard, Lori Cretney, Linda Templeton, Leslie Chambers, Alex Dannenmann, Em Potts, Kevin Draeger, Jess Haynsworth

Members: Nancy Marie Brown, Nicki Esdorn, Asta Covert, Kristina Behringer, Angie Calve, Dick Templeton, Anna Draeger, Virginia Lauridsen, Kristina Stelter, Florie Miller, Coralie Denmeade, Jeny Feldner, Pam Spooner, Em Jacobs, Jim Wiggins, Linda McLaughlin, Maile Behringer, Heidi Benson, Lee Ann Ott, Ronald Hoover, Sherry Hoover, Payton Black, Beth Black, Iris Heidberg, Betty Martin, Leia Tilton, Ulla Hudson, Mary Dennison

BOD Pre Meeting 8:35 – 8:55AM MST

The BOD met briefly before the meeting to discuss our members' concerns regarding our decision to pull the committee chair positions back into the board as in prior to 2006, (See Policy #8). The BOD is concerned about the strong responses this has created and has been in the process of revising old, and creating new policies that will prevent this in the future. The BOD agreed to post the topic of our future Executive Sessions and how the BOD voted, so our membership understands what we are discussing and deciding upon. The BOD agreed that to 'undo' our decision was not productive and our best path was to go forward into 2018 with a well defined charter to listen to our members by soliciting input, and to communicate with our members in the most frequent and transparent fashion possible.

Minutes of National Meeting – Called to Order 9:00AM MST

The National Meeting was Opened by Kristina Behringer, President of the Klettafjalla Club, the host for our 2017 meeting.

Kristina welcomed everyone and introduced Will Covert, President of the USIHC. The Board and the attending members introduced themselves and Will introduced our Treasurer.

The treasurer's report was reviewed with special notice given to the deficit at which our organization had been running. This was a planned deficit to 'spend down' and bring some programs to our members. Discussion ensued that perhaps our organization would be more comfortable with less of a deficit until our income can offset more of the expense of our programs. Our income comes from Member and Farm Dues as well as Registry Fees. There was discussion and concern expressed that many of our Affiliated Clubs have up to 50% non USIHC members. This will be addressed in 2018.

Klettafjalla Club organized a speaker for the meeting, **Kristina Stelter**, MLitt Celtic and Viking Archaeology. Her presentation, ***The Horse of the Norse*** was very interesting and well received. She addressed:

Where did the Icelandic Horse come from?

Why did Icelandic settlers value them so highly?

How did the horse become involved in almost every aspect of Icelandic culture?

Find out what archaeology, history, and equine genetics can tell us about our favorite horses.

The rest of the meeting was a presentation of committee reports (to review committee reports, please refer to the Annual Report posted online at Icelandics.org). Some discussions that arose during the committee reports were:

The members expressed a strong desire to have better tools to share information and to 'find each other'. There was a robust discussion about the possibility of the creation of interactive tools with our new website.

There was a suggestion for a 'Membership Committee' and a suggestion that all new members receive a phone call. These suggestions will be taken to our Affiliated Club and Promotion Committees.

There was a member request that we 'support our trainers better'. The comment was in reference to the more remote trainers and their need for ongoing education, recertification and new certification. The Education Committee will be addressing this concern. There was also a suggestion that we better define the differences in the various trainer levels, so the average member understands who is certified to give lessons, vs start a young horse or train for sport or a breed evaluation.

There was discussion regarding exhibiting at shows and what materials were available. The discussion was around the 'old' booth and that is not in best condition. A suggestion of a banner (cross branded with USIHC and each Affiliated Club) was suggested (Promotions will follow up). Additional resources discussed were our brochures and our partnership with 'Horse of Iceland'. Horses of Iceland can be requested to attend a large show, but at the very least, Promotions can provide all the video material produced by Horses of Iceland to loop and show on a large screen in the booth. The group concurred that this type of video presentation was very effective.

The Committee Reports were well received by the membership present.

Our Q&A Session generated some additional discussion regarding the recent changes in the structuring of our Committee Chairs and the process associated with it. This is a concern of our members. The concern expressed was for lack of communication both before (soliciting input) and after a BOD decision is made. The Board of Directors takes this feedback very seriously and had already begun working on communication policies and an 'incident resolution policy'. It is

recognized that the BOD can and will operate in the most transparent fashion possible ongoing. Executive Sessions will have public minutes regarding the issue tackled while protecting a member's privacy. The BOD appreciated the candid and constructive conversation and look forward to a 2018 with a fresh start.

Concluded at 3:42 PM

BOD Post Meeting Started at 4:37 PM

The BOD agreed that the meeting was a successful one, closing with optimism and excitement for the coming year.

Budget was discussed and it was decided that a \$10,000 deficit should be our target for 2018 planning.

It was proposed to handle some of our traditional budget items (Shows, Regional Clubs) as more of 'Start up' assistance which diminishes over time as these events should become self sustaining. This will be incorporated into the budget process.

Location for our next annual meeting was discussed. Leslie will ask our Affiliated Clubs if any are interested in hosting. If none step up, we will consider a resort location that will draw members for attendance.

There was discussion about the Breeding Committee and the members that have left in protest to our making decisions without their input. In order to make our breeding committee an effective and educated group, we will consider phasing in requirements as the Sport Committee has. This effort will be taken to the Breeding Committee.

There is concern regarding the planned 3 evaluations for 2018. The BOD was unaware of the 3rd show sanctioned, nor was there any discussion in the Breeding Committee emails. While pleased to see the interest of breed evaluations on the rise, there is a concern about the numbers of horses that will be participating in three evaluations and how financially viable they are. We will be working with our 2018

organizers to determine expected numbers. We hope to coordinate location and timing better for future events.

There was discussion about our need to become more effective and efficient in our internal communications and decision making process, particularly with email voting (Will be Policy #34).

It was decided that if an email was critical it should be flagged with 'VOTE NEEDED' in the subject line. Each BOD has 48 hours to respond. A super majority of seven positive votes carries the proposal.

If a proposal does not pass, it can be brought into the next board call for further discussion.

We have been working on updating and revising our policies to address both member communication and a process for problem resolution (Incident Handling Process). This should be completed shortly, (Will be Policy #35).

We voted to change our member options to an 'Opt out' option, whereby a member can direct that their information can be shared but only within the USIHC.

The USIHC Projector and Screen were taken by Linda Templeton for the April Judging Seminar.

Concluded at 6:47PM



Board Conference Call Minutes

2018 Budget

January 23, 2018 8:00PM (Eastern)

BOARD MEMBERS

Present:

Will Covert, Lori Cretney, Kari Pietsch-Wangard, Linda Templeton, Leslie Chambers, Alex Dannenmann, Kevin Draeger, Jess Haynsworth, Emily Potts

OBSERVERS

Sverrir Bjartmarz, Nancy Marie Brown

MEETING CALLED TO ORDER [WILL COVERT 8:05EST]

SECRETARY'S REPORT

The USIHC lists 655 members in 457 households as of January 21, 2018.

TREASURER'S REPORT (KARI PIETSCH-WANGARD)

The monthly financial statements now include a detailed breakdown of the cash owned by the Congress. The key figures from the breakdown are:

<u>Combined bank account balances as of 12/31/17:</u>	\$121,706.92
<u>Unrestricted funds as of 12/31/17:</u>	\$109,430.63
<u>Net decrease from 10/31/17:</u>	(\$166.86)

Standing Committee Reports - Waived until next call

USIHC General Membership Funds

10/31/17		12/31/17
\$ 2,653.65	Checking	\$ 5,268.24
\$ 109,337.46	Money Market	\$ 106,362.80
\$ 10,075.88	CDs	\$ 10,075.88
\$ 122,066.99	subtotal	\$ 121,706.92
\$ (4,591.74)	Youth Fund	\$ (4,863.91)
\$ (4,000.00)	Judge Scholarship Fund	\$ (4,000.00)
\$ (3,868.76)	World Champ. Team Fund	\$ (3,403.38)
\$ 109,606.49	USIHC Unrestricted Membership Funds	\$ 109,439.63

Net Decrease from 10/31/17

-\$166.86

01/03/18

United States Icelandic Horse Congress Inc.
Balance Sheet Standard
 As of December 31, 2017

	Dec 31, '17
ASSETS	
Current Assets	
Checking/Savings	
Associated Checking acct.	5,268.24
Associated Money Market Acct.	106,362.80
Total Checking/Savings	111,631.04
Other Current Assets	
CD ownd by USIHC mature 10/7/19	2,000.00
CD ownd by USIHC mature 10/7/20	2,000.00
CDs for Judge Scholarship Fund	
CD-matures 10/5/18	3,075.88
CD-matures 4/13/20	3,000.00
Total CDs for Judge Scholarship ...	6,075.88
Total Other Current Assets	10,075.88
Total Current Assets	121,706.92
TOTAL ASSETS	121,706.92
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Unexpended Judge Schlishp. Fund	4,000.00
Unexpended World Champshp F...	3,403.38
Unexpended Youth Funds	4,863.91
Total Other Current Liabilities	12,267.29
Total Current Liabilities	12,267.29
Total Liabilities	12,267.29
Equity	
Opening Bal Equity	96,926.56
Retained Earnings	27,417.80
Net Income	-14,904.73
Total Equity	109,439.63
TOTAL LIABILITIES & EQUITY	121,706.92

United States Icelandic Horse Congress Inc.
Income & Expense Report
November through December 2017

Income		Expense	
Competition Inc.		Competition Comm. Expense	486.28
Sanction Competition fee	75.00		
Interest Income	25.34	Funding Programs	
Leisure Committee Income		Flagship Funding exp.	1,000.00
S2SS income	28.00	Young Horse Eval. funding suppo	1,500.00
		Total Funding Programs	2,500.00
Membership Related Income		Membership Related Expenses	
Farm Listing	1,067.80	Administration	
Membership Dues		Mbshp. Postage	146.48
Family Memberships	1,698.06	Tax. Prep. Services	375.00
Individual Memberships	3,141.49	Total Administration	521.48
Youth membership	68.68	Quarterly Expenses	
Total Membership Dues	4,908.23	Graphics	1,000.00
Quarterly Inc.		Postage for Quarterly	416.55
Quarterly Adv. Inc.	1,174.76	Quarterly Printing	2,738.28
Total Membership Related Income	7,150.79	Total Quarterly Expenses	4,154.83
		Toll Free line	25.90
		Total Membership Related Expenses	4,702.21
		Promotional Exp.	
Registry Income		Promotional postage expenses	57.00
Duplicate Registration fees	50.00	RC Co-op promo exp.	200.00
Horse name change fee	50.00	Total Promotional Exp.	257.00
Registration fees	762.54	Regional Club Clinic exp	500.00
Transfer fees	531.12		
Total Registry Income	1,393.66	Registry Expenses	
		Clerical for registry	492.00
USIHC Non-Member fees	97.84	Total Expense	8,937.49
Total Income	8,770.63		

Net Income (Loss): -166.86

**United States Icelandic Horse Congress Inc.
Income & Expense Report
January through December 2017
Page 1**

<u>Income</u>		<u>Expense</u>	
Competition Inc.		Competition Comm. Expense	
Sanction Competition fee	600.00	National Ranking Award Expense	634.26
WC 2017 Tryout Inc.	518.34	World Championship Expenses	
Total Competition Inc.	<u>1,118.34</u>	WC 2017 Holland Exp.	3,843.04
		Competition Comm. Expense - Other	486.28
		Total Competition Comm. Expense	<u>4,963.58</u>
		Education Seminar exp.	
Education-Riding Badge		Judging Seminar exp.	
Riding Badge Inc.	140.00	2017 Judge Seminar	468.24
		Funding Programs	
Interest Income	225.12	Flagship Funding exp.	
		Flagship Event - Sanction Show	8,000.00
		Grant Funding Expense	1,800.00
		Schooling Show support funding	500.00
		Young Horse Eval. funding suppo	1,500.00
		Total Funding Programs	<u>11,800.00</u>
Leisure Committee Income		Leisure Committee Expense	
S2SS income	287.57	Sea2ShiningSea expense	936.23
Membership Related Income		Membership Related Expenses	
Farm Listing	3,543.27	Administration	
Membership Dues		Mbshp. Postage	308.18
Family Memberships	7,575.65	Office/Supplies Exp.	44.11
Foreign Friend mbshp	133.24	Tax. Prep. Services	375.00
Individual Memberships	15,461.65	Total Administration	<u>727.29</u>
Youth membership	304.44	Annual Meeting Exp.	
Total Membership Dues	<u>23,474.98</u>	2017 Annual Meeting exp.	2,742.72
		FEIF related expenses	
		FEIF Mbshp fees	1,523.60
		Insurance	715.00
		Quarterly Expenses	
		Graphics	4,000.00
Quarterly Inc.		Postage for Quarterly	1,674.57
Quarterly Adv. Inc.	3,773.71	Quarterly Printing	10,275.12
		Total Quarterly Expenses	<u>15,949.69</u>
		Toll Free line	155.40
		Website	330.47
		WorldFengur Exp.	505.00
Total Membership Related Income	<u>30,791.96</u>	Total Membership Related Expenses	<u>22,649.17</u>

**United States Icelandic Horse Congress Inc.
Income & Expense Report
January through December 2017
Page 2**

Income		Expense	
		Unknown exp.	-0.10
		Pleasure Rider Program Exp.	171.39
		Promotional Exp.	
		Ambassador award	340.75
		Promotion Material Printing exp	1,009.53
		Promotional Advertising	695.24
		Promotional postage expenses	320.85
		RC Co-op promo exp.	325.00
		Total Promotional Exp.	2,691.37
Registry Income		Regional Club Clinic exp	8,500.00
Duplicate Registration fees	150.00	Registry Expenses	
Horse name change fee	50.00	Clerical for registry	2,687.00
Late Stallion Report fees	1,081.40	Printing & reproduction-Regist.	439.67
Registration fees	3,968.03	Reg. WorldFengur Sbscrptn exp.	136.00
Transfer fees	2,547.03	Registry Office supplies	92.09
Total Registry Income	7,796.46	Registry Postage	299.78
USIHC Non-Member fees	570.24	Total Registry Expenses	3,654.54
Total Income	40,929.69	Total Expense	55,834.42

Net Income (Loss) : -14,904.73

ITEMS VOTED UPON:

The BOD approved the 2 USIHC delegates for the FEIF annual conference. Will Covert, President and Linda Templeton, Secretary will be our voting members.

The BOD voted to approve the budget overrun of \$906.66 for the 2018 portion of the 2017 program for Sea 2 Shining Sea.

The BOD voted to amend current year Sea 2 Shining Sea award for those that finish the route, limiting awards (totes) to a quantity of 50.

The BOD voted to retire the Ambassador Award program as of 2018.

The BOD voted that in the event of a Breed Evaluation and Sport Show being held as a continuous event, the organizer can request funding from only one source, (Sport or Breeding).

The BOD voted to eliminate Policy 32, Schooling Shows as a budget item. It is expected that these events can be addressed through our Affiliated Club Program, Policy 31.

The BOD voted to amend Policy 21, Affiliated Clubs Advertising & Breed Demo Matching Funds. The USIHC will match up to \$150 with a cap of \$750 for the year. These funds will be on a first come basis.

The BOD voted to approve the Sport Judge Seminar April 26th-29th.

The BOD voted to retire the Spaeri Award as of 2018.

The BOD voted to approve the revised budget as discussed with a discretionary expense budget of \$15,936.94, resulting in a 2018 deficit of \$12,673.34.

As a result of the budget process and organizational changes, the following policies will be rewritten and presented for BOD approval:

Policy 8, Committee Chairs, will be rewritten by the USIHC Secretary and submitted to the BOD for approval.

Policy 21, Affiliated Clubs Advertising & Breed Demo Matching Funds, will be rewritten by the Promotions Chair and submitted to the BOD for approval. The new policy will not support print ads.

Policy 29, Young Horse Linear Description will be retired for 2018.

Policy 30, Flagship Event Funding, will be rewritten by Sport and Breeding Chairs and submitted to the BOD for approval. A cutoff date for funding applications will be added.

Policy 31, Affiliated Club Clinic Support, will be rewritten by the Affiliated Clubs Chair and submitted to the BOD for approval.

Policy 32, Schooling Show Support, will be removed for 2018.

Policy 33, Breeding Evaluation Education, will be rewritten by Breeding Chair and submitted to the BOD for approval.

The BOD discussed committee chairs seeking outside sponsorships to help fund more programs.

2018 Budget – *The 2018 budget process was approached in a 'Bare Bones', identifying the programs that must be funded, then discretionary programs were discussed and voted upon in an attempt to reduce our annual deficit.*

**Bare Bones Budget Items
Income**

<u>Income</u>	<u>2018 proposed</u>	
Breeding Committee Income	0.00	
Competition Inc.		
Sanction Competition fee	600.00	8 competitions @ \$75
Education-Riding Badge	200.00	Hoping for 10 participants
Interest Income	250.00	
Membership Related Income		
Farm Listing	2,800.00	
Membership Dues		
Family Memberships	6,500.00	
Individual Memberships	15,000.00	
Foreign Friend	140.00	
Youth Membership	375.00	
Total Membership Dues	<u>22,015.00</u>	
Quarterly Inc.		
Quarterly Adv. Inc.	5,475.00	Based on 2017 ads actually sold during the year
Total Membership Related Income	<u>30,290.00</u>	
Registry Income		
Duplicate Registration fees	150.00	
Late Stallion Report fees	1,000.00	
Registration fees	3,400.00	
Transfer fees	2,300.00	
Total Registry Income	<u>6,850.00</u>	
FEIF Youth Cup Tryout Fee	0.00	Expect Judges fee to equal tryout fee income
USIHC Non-Member fees	400.00	
Total Income	<u>38,590.00</u>	

**United States Icelandic Horse Congress Inc.
Proposed Bare Bones Budget**

Expense
Page 1

	2018 Proposed	Notes
Breeding Committee Exp.		
Breeding Comm. Equipment Exp.	0.00	for shipping tools to evaluations
Cantella Evaluation Award	60.00	Assuming evaluations will be held in 2018
FEIF Evaluation fees	0.00	None, as there were no Breeding Evaluations in 2017
Elwell Breeding Award	60.00	Assuming evaluations will be held in 2018
Total Breeding Committee Exp.	<u>120.00</u>	
Competition Comm. Expense		
FEIF World Ranking fee	287.86	2017 KY Fall show 3 day WR event (actual charge from FEIF)
Ice Test user fee	490.00	Based on 2017 cost of \$486.28
National Ranking Award Expense	675.00	Based on 15 iceberg awards + shipping
Total Competition Comm. Expense	<u>1,452.86</u>	
FEIF Conference exp.		
FEIF 2018 Conf. exp.	4,080.00	3 attending @ \$560 + \$1200 travel reimb. X 2 delegates
Total FEIF Conference exp.	<u>4,080.00</u>	

**United States Icelandic Horse Congress Inc.
Proposed Bare Bones Budget**

**Expense
Page 2**

	2018 Proposed	Notes
Membership Related Expenses		
Administration		
Mbshp. Postage	50.00	Postage used only for Treasurer at this time
Welcome packets postage	300.00	Posted by Nicki/Nancy to new members
Office/Supplies Exp.	75.00	
Tax. Prep. Services	375.00	
Total Administration	800.00	
Annual Meeting Exp.	2,742.00	Actual cost of 2017 meeting assume same for 2018
FEIF Mbshp fees	2,635.14	Actual
Insurance - Directors & Officers	750.00	
Quarterly Expenses		
Graphics	4,000.00	
Postage for Quarterly	1,650.00	Membership & copies sent to Nicki for Promo & Welcome Pkts
Quarterly mailing envelopes	350.00	
Quarterly Printing	10,200.00	2,400 Membership, contributor, & promo copies plus welcome packets
Total Quarterly Expenses	16,200.00	
Toll Free line	155.40	
Website	330.00	
WorldFengur Exp.	525.00	
Total Membership Related Expenses	24,137.54	

**United States Icelandic Horse Congress Inc.
Proposed Bare Bones Budget
Page 3**

**2018
Proposed Notes**

Promotional Exp.

Ambassador Award	300.00	For 2017 awards, 4 participants. Final cost, program ended
Promotional postage expenses	500.00	For brochures and Quarterlys used for promo use + Juli's expenses
Promotion Brochure printing exp.	500.00	Re-print brochures with updates
Total Promotional Exp.	1,000.00	

Registry Expenses

Clerical for registry	2,500.00
Printing & reproduction-Regist.	450.00
Registry Office supplies	125.00
Reg. WorldFengur Sbscrptn exp.	136.00
Registry Postage	325.00
Total Registry Expenses	3,536.00

Youth Committee Exp.

FEIF Youth Cup Country Leader Stipend	1,000.00
Total Youth Committee Exp.	1,000.00

Total Expense 35,326.40

Total Income # 38,590.00 #

Total Expense 35,326.40

Net Income/Loss: 3,263.60

**United States Icelandic Horse Congress Inc.
2018 Funding Requests**

**Expense
Page 1**

	<u>2017</u>	<u>Requested 2018</u>	<u>Approved 2018</u>	
Breeding Committee Exp.				
Breeding Comm. Equipment Exp.	0.00	240.00	240.00	aprox. \$80 For shipping measuring tools to each of 3 locations
FEIF Evaluation fees	0.00	0.00	0.00	2018 Eval Fees will be paid in 2019
Total Breeding Committee Exp.	0.00	240.00	240.00	
Competition Comm. Expense				
	0.00	0.00	0.00	See Bare Bones exp. For NR awards. WR & Ice Test expenses
Total Competition Comm. Expense	0.00	0.00	0.00	
Education Budget exp.				
Judging Seminar (loss prevention)	468.24	1,000.00	1,000.00	Pending 2018 judging seminar BOD approval
Total Education Budget exp.	468.24	1,000.00	1,000.00	
Funding Programs				
Young Horse Eval. funding support	1,500.00	0.00	0.00	POLICY #29
Breeding Evaluation education funding	0.00	1,000.00	500.00	POLICY #33 - loss prevention, see proposal
Grant Funding Expense- AYC	1,800.00	0.00	0.00	For 2017 American Youth Cup
Flagship Event - Breeding Evaluation	0.00	3,000.00	2,000.00	POLICY #30 2 events
Flagship Event - Sanction Show	8,000.00	3,250.00	3,250.00	POLICY #30 new sliding scale with known shows
Schooling Show funding support	500.00	2,500.00	0.00	POLICY #32 moved to clinic support
Regional Club Clinic support	8,500.00	14,000.00	3,500.00	POLICY #31 \$250 ea. For 14 Regional Clubs
Total Funding Programs	20,300.00	23,750.00	9,250.00	
Leisure Committee Exp.				
Sea2ShiningSea program 2017-18 program exp.	936.23	1,286.44	1,286.44	loss prevention
Sea2ShiningSea program 2018-19 program exp.	0.00	597.50	597.50	For expenses expected just for 2018
Total Leisure Committee Exp.	936.23	1,883.94	1,883.94	
Promotional Exp.				
Logo re-brand	0.00	500.00	500.00	
Promotional Advertising exp.	695.24	700.00	1,400.00	For Horses of Iceland (2nd half of contract) & renew
Promotional Advertising exp.		300.00	200.00	For Facebook, adwords
Promotion Material Banners exp	0.00	850.00	393.00	Assuming 6 clubs participate for expos
Promotion Material Printing exp	1,009.53	0.00	0.00	brochure re-print covered in bare bones budget
Promotional postage exp.			0.00	covered in bare bones budget
RC Co-op promo exp.	325.00	400.00	750.00	POLICY #21 Breed demos only, no ads \$150/club
Total Promotional Exp.	2,029.77	2,750.00	3,243.00	

United States Icelandic Horse Congress Inc.
2018 Funding Requests
Expense
Page 2

	<u>2017</u>	<u>Requested 2018</u>	<u>Approved 2018</u>	
Website Expense				
Website upgrade	0.00	170.00	170.00	To transition to another host
Youth Committee Exp.				
Spaejari Award	0.00	150.00	150.00	Need to fund 3 Spaejari awards in 2018
FEIF Youth Cup	0.00	0.00	0.00	For the riders, not from Youth Fund
Total Youth Committee Exp.	<u>0.00</u>	<u>150.00</u>	<u>150.00</u>	
Total Expense:	22,798.01	29,943.94	15,936.94	
Net Income from Bare Bones Budget:	3,263.60		-3,263.60	
Deficit Maximum:	10,000.00		12,673.34	New deficit approved
Total available for additional funding:	13,263.60			

Next Meeting – Tuesday, February 20, 2018 8PM EST

Meeting Adjourned at 11:03PM EST



Board Conference Call Minutes

February 20, 2018 8:00PM (Eastern)

BOARD MEMBERS

Present:

Kari Pietsch-Wangard, Linda Templeton, Leslie Chambers, Lori Cretney, Alex Dannenmann, Kevin Draeger, Emily Potts

Excused:

Will Covert, Jess Haynsworth

Observers:

None

MEETING CALLED TO ORDER [Linda Templeton 8:01EST]

SECRETARY'S REPORT

The USIHC lists 650 members in 471 households as of February 17, 2018.

TREASURER'S REPORT (KARI PIETSCH-WANGARD)

The monthly financial statements now include a detailed breakdown of the cash owned by the Congress. The key figures from the breakdown are:

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<u>Unrestricted funds as of 1/31/18:</u>	\$108,466.38
<u>Net increase (decrease) from 12/31/17:</u>	(\$973.25)

STANDING COMMITTEE REPORTS

- **Affiliated Clubs (Leslie Chambers, chair)**

Nothing to report

- **Breeding (Linda Templeton, chair)**

-Breeding Committee has voted to introduce an application for funding to the managers of sanctioned breed evaluations in 2018.

-Funds will be evenly distributed to those who apply for funding.

-Breed Seminar is scheduled for end of March. Seven of the nine committee members will be attending. Two non committee members (so far) have signed up.

For discussion and results please see policies 30 & 33.

- **Education (Alex Dannenmann, chair)**

- Talking about Knapamerki materials and order them in Iceland
- talking about plans for future instructor education

The rest was chairman work:

- Working on a proposal for the committee regarding instructor education
- building judges group with separate email address

- **Leisure (Lori Cretney, chair)**

Nothing to report.

- **Promotion (Emily Potts & Jess Haynsworth, co-chairs)**

- Website: general update with where we're at, plus I will be sending out a sitemap of the current website so we can address what's working/what's not working.
- Promotions: we just received all of the brochures and materials from Juli. We are in the process of creating some type of inventory of what we have. Will be discussing the next steps of the logo rebrand with the committee once Sherry Hoover is back from vacation.

Noted: Juli was instructed not to send the damaged booth as it was not worth the shipping fee. Only the good, salvageable booth was to have been shipped. Contrary to instruction, the damaged booth was shipped, which can not be salvaged, and the 'good' booth is reportedly 'lost'. Julie is unable to find the good booth and suspects it may have been left in the garage of her former employer, which she is not on good terms with and can not retrieve it for the USHIC.

Based on this, the BOD has determined that all hard assets (booths, projectors, prizes, etc.) are the responsibility of the respective committee chairs and the location must be recorded in BOD minutes when an item is moved or shipped. A list of these assets and corresponding committee responsible should be created.

- I also have a report from Horses of Iceland that I will send to everyone. It shows exactly what HOI has done this year and how our investment is being utilized. She is also sending me a summary of each of the levels of partnership and what our benefits are. This will help us make sure we are maximizing our investment. We don't necessarily need to discuss this during the call, but after everyone looks it over I'd be happy to answer any questions.

Promotions presented results of recent FB activity. The BOD is supportive of this community building effort, however, the BOD recommends that only US registered horses be featured on the various FB and Website promotions, in the case of foals, both dam and sire should be US registered, if the foal is a yearling, that foal must be listed on the appropriate stallion report from the prior year. The BOD also requests that photos used give credit to the photographer and we have been given permission to use the photo by both the photographer and the rider/horse owner. Promotions will be taking this back to the committee to create guidelines/ policy.

- **Quarterly (Nancy Marie Brown & Nikki Esdorn, co-chairs, Leslie Chambers liaison)**

Quarterly Committee report
Feb. 16, 2018

submitted by Nancy Brown

The March 2018 issue of the Quarterly is currently at press. The e-Quarterly has been released to the webmaster and printed copies will go in the mail on March 1. They should be received by all members by March 15.

Issue One 2018 features the results of the Blood Profile Project, more on positive reinforcement training, a comparison of tölt to other four-beat gaits, the horse as therapist, and more, as well as news from USIHC Affiliated Clubs, the USIHC Board of Directors, and our parent organization, FEIF.

The Quarterly Committee is now hard at work on the June 2018 issue. The deadline for that issue is April 1. Board members and committee chairs, please let us know ASAP if you want us to save space for any text, photos, or advertisements for that issue. (Remember that ads for USIHC-sanctioned events are free.) We will be printing 600 copies of this issue. Extras will be made available for promotional purposes; contact quarterly@icelandics.org.

We have also been in discussion with Kara Noble and Em Potts concerning all the web-related systems Doug Smith set up that the Quarterly depends upon for its production and distribution, including:

1. the USIHC membership lists
2. the magazine mailing lists
3. the Farm List
4. our FTP space on the USIHC server
5. posting of the e-Quarterly in the USIHC online archive, and announcing it on the USIHC website and Facebook pages
6. updating the Topic Index
7. the Quarterly committee's use of and interaction with various other parts of the USIHC website.

Finally, we have received a very nice thank-you letter from Gray Strausser, one of the winners of the 2017 Spaeri Youth Award, who says, "The money will go toward furthering my education in the breed so that I can someday help others in the USIHC the way they have helped me." The committee will be discussing ways to continue the award (which was not funded in 2018) by finding a private donor.

• **Sport - (Will Covert, chair)**

Six Shows have been sanctioned so far and listed on the USIHC calendar.

FEIF will publish the updated rules for 2018 in March and they will go into effect on April 1st.

• **Youth (Kevin Draeger, chair)**

-The scores for the FEIF Youth Cup applicants were sent back to us from the judge. We have a full team and alternates. We have not yet found a country leader.

The BOD has requested that Kevin do a write up on the winners for Promotions to post.

-I have just begun a discussion about replacing the Spaeri Award with possibly a Youth Rider of the Year Award.

Old Business

- Proposal on Proposals [Jess Haynsworth]

This proposal is pending since the November call, final verbiage needs to be sent to BOD for approval, then promoted to the member base.

The BOD asks that Jess finalize the wording on this and circulate it to the BOD prior to the next BOD Call.

- General Policy for WC Horse Support [Ásta Covert /]

- WC Team leader designation (future) [Ásta Covert /]

New Business – Policy Review and Update

We have the need to update and revise several of our policies in this new year, below you will find the original policy followed by the *proposed policy* and the author of the proposal.

From the minutes of our last call:

As a result of the budget process and organizational changes, the following policies will be rewritten and presented for BOD approval:

Policy 8, Committee Chairs, will be rewritten by the USIHC Secretary and submitted to the BOD for approval.

Policy 21, Affiliated Clubs Advertising & Breed Demo Matching Funds, will be rewritten by the Promotions Chair and submitted to the BOD for approval. The new policy will not support print ads.

Policy 29, Young Horse Linear Description will be retired for 2018.

Policy 30, Flagship Event Funding, will be rewritten by Sport and Breeding Chairs and submitted to the BOD for approval. A cutoff date for funding applications will be added.

Policy 31, Affiliated Club Clinic Support, will be rewritten by the Affiliated Clubs Chair and submitted to the BOD for approval.

Policy 32, Schooling Show Support, will be removed for 2018.

Policy 33, Breeding Evaluation Education, will be rewritten by Breeding Chair and submitted to the BOD for approval.

2. Votes in FEIF

Original

The USIHC delegate to the annual FEIF Delegates Assembly shall be aware of the agenda and vote consistently with the direction of the Board. In the event that matters come up at the meeting on which the board cannot comment, the delegate shall use his best discretion in the interest of the USIHC when voting. Committee chairs shall have the discretion to vote according to the needs of their USIHC committees.

Proposed changes by Kari Pietsch-Wangard - Passed

The USIHC delegate(s) to the annual FEIF Delegates Assembly shall be aware of the agenda and vote consistently with the direction of the Board. In the event that matters come up at the meeting on which the board cannot comment, the delegate(s) shall use their best discretion in the interest of the USIHC when voting. Committee chairs shall have the discretion to vote according to the needs of their USIHC committees.

5. Budgets

Original

Annual committee budgets shall be projected per department by the board in consultation with the respective committee chair. The budgets will be due before the March Board meeting each year. The Board shall review, modify, and approve the budgets at the March meeting.

Proposed by Kari Pietsch-Wangard - Passed

Annual committee budgets shall be projected per department by the board in consultation with the respective committee chair. The budgets will be due before the Board's Budget Meeting which will be held no later than the March Board meeting each year.

8. Committee Chairs.

Original

For many years it was required that Committee Chairs be members of the Board. In 2006, it was determined that Committee Chairs may be persons outside the Board. In that event, however, the Board will designate a Board member to be a liaison to the Board from that Committee. The purpose of establishing a liaison is to insure that the Board will be kept informed of any matters within the Committee of which it should be aware and so that the Board will be able to communicate any requests it might have of the Committee. The liaison has no responsibility for the work of the Committee and functions simply to facilitate communication.

The Board selects all Committee Chairs. In the event a Committee Chair wishes to resign he/she may recommend one or more successors to be considered by the Board.

Proposed changes by Linda Templeton - Passed

It is preferred that Committee Chairs be members of the Board. The role of all chairs is primarily to facilitate discussion and communicate proposals formed by committee consensus. Care must be taken to include point persons and timelines for all proposals submitted to the Board for consideration. In the event that a committee requires a skill set not resident in the current BOD members, the BOD may appoint a Committee Chair outside of the BOD. In that event, however, the Board will designate a Board member to be a liaison to the Board from that Committee. The purpose of establishing a liaison is to insure that the Board will be kept informed of any matters within the Committee of which it should be aware and so that the Board will be able to communicate any requests it might have of the Committee. The liaison has no responsibility for the work of the Committee and functions simply to facilitate communication.

The Board selects all Committee Chairs. In the event a Committee Chair wishes to resign he/she may recommend one or more successors to be considered by the Board.

There was discussion regarding whether a BOD should be allowed to Chair more than one committee at a time. The BOD recognizes the issues inherent in this, (too heavy of a work load, imbalance of influence) but voted by majority to omit language that would prohibit multiple chair positions. The reasoning is in the case of emergency a policy would have to be changed / rewritten, voted upon, etc. The BOD unanimously agreed that each BOD can effectively manage only one committee long term, but disagreed about making it policy. The vote was 4 to 3 in favor of the above language. Voting in favor were: Kari Pietsch-Wangard, Linda Templeton, Alex Dannenmann and Lori Cretney. Voting to add restriction to policy were: Kevin Draeger, Emily Potts and Leslie Chambers

13. Midyear Membership Applications – Policy Suspended as It is No Longer Relevant - Passed

All memberships expire on their one-year anniversary regardless of when the membership begins

18. Seminar Participation change to per Leslie Chambers

"USIHC Sanctioned and Sponsored Event Participation"

All USIHC sanctioned seminars (Judge Seminary - Education Committee), shows (Sports Committee) and breed evaluations (Breed Committee), as well as events that receive partial funding such as clinics (Affiliated Clubs Committee) and schooling shows (Sports Committee and possibly Affiliated Clubs Committee) must require all participants be given the option of becoming USIHC members prior to participation in the event or be charged \$50 non member fee (all non member fees collected should be submitted to the USIHC treasurer upon completion of the event).

18. USIHC Sanctioned and Sponsored Event Participation Proposed by Leslie Chambers- Passed

All USIHC sanctioned seminars (Judge Seminar - Education Committee), shows (Sports Committee) and breed evaluations (Breed Committee), as well as events that receive partial funding such as clinics (Affiliated Clubs Committee) and schooling shows (Sports Committee and possibly Affiliated Clubs Committee) must require all participants be given the option of becoming USIHC members prior to participation in the event, or be charged the non member fee set in Policy # 25 (2018: fee set at \$50). Overseeing committee chair will be responsible for compliance verification (participants in Judge seminar, owners of horses in USIHC sanctioned breed evaluations, riders in all USIHC sanctioned shows, riders in USIHC funded schooling shows and riders/auditors of USIHC funded clinics.)

21. Affiliated Clubs Advertising & Breed Demo Matching Funds new policy approved by BOD email vote Guidelines for Requesting Promotional Breed Demo & Display Stall Matching Funds

USIHC may provide matching funds for breed demonstrations *or* display stalls at trade shows and events across the country for the purpose of promoting the breed and organization.

- The total amount of funding for 2018 is \$750 with a maximum limit of \$150 per event to be dispersed on a “first come, first served” basis.
- For every dollar spent from the affiliated club, USIHC will match 50% up to \$150.00. (to receive the full \$150, the club must spend at least \$300)

- The funds are for the purpose of a breed demonstration OR for a display stall at the event.
- Only USIHC Affiliated Clubs may request funding for this policy. Individuals who are requesting funding on behalf of their affiliated club need to also be current USIHC members in good standing at the time of the request through the end of the event.
- Breed demo or display stall must be for promotional club purposes only, not an advertisement/sales opportunity
- Each club can only receive up to \$150 per year
- Requests for funding must be submitted to the USIHC promotion committee chair no less than thirty (30) days in advance of the event. Copies of the agreement with the venue and receipts showing the exact amount paid to the expo organizers must be provided prior to reimbursement.
- After all of the above information has been received by the USIHC Promotion Committee Chair, it shall be reviewed for approval/denial of funding. If approved, the USIHC Treasurer will be notified to make the reimbursement, and if denied, a written explanation will be sent.

Per Kari:

Suggest this should be reviewed on a yearly basis same as other funded policies.

Further suggest we hold this to Breed Demos only as no one has used the advertising portion for at least 5 years. This would eliminate sub numbers 2, 3, 4 & 5.

23. Errors and Omissions Insurance **Passed**

The Congress purchase and maintain Errors and Omissions Insurance for the Board and Registry with a \$250K level of coverage and an annual premium not to exceed **\$1000**.

25. Non-member Fee Determination **(This should be retired or reworded to state this most happen prior to participation in event)** *Leslie Chambers*

Membership status for all Congress events, which have non-member fees, shall be determined **prior to** the conclusion of the event. Any participant who is not a member in good standing shall be required to pay the appropriate non-member fee **(2018: fee set at \$50)**. The event organizer shall be responsible for the collection of all non-member fees **and they shall be paid to the USIHC prior to the release of any USIHC funding (for example: Policy 30, Flagship Funding; Policy 31, Regional Club Clinic and Schooling Show Funding)**.

2/16/18 Leslie Chambers

25. Non-member Fee Determination Proposed by Leslie Chambers- **Passed**

Membership status for all Congress (USIHC sanctioned and sponsored) events, which have non-member fees (see policy # 18), shall be determined and included in the event registration materials. Any participant who is not a member in good standing shall be required to pay the appropriate non-member fee (2018: fee set at \$50). Non member fees should be collected prior to the event, if USIHC membership cannot be verified. If the participant can prove USIHC membership at the time of the event, the fee may be reimbursed at the conclusion of the event. The event organizer shall be responsible for the collection of all non-member fees and they shall be paid to the USIHC prior to the release of any USIHC funding (for example: Policy 30, Flagship Funding; Policy 31, Regional Club Clinic and Schooling Show Funding). These fees should also be included with the show report form and fee for sanctioned shows.

29. Young Horse Linear Description Financial Support Old Policy for Historical Reference Only - **Passed**

There is no funding for Young Horse Assessment in 2018.

In 2017, the Board had approved a total of \$2,000 to be divided into four separate grants of \$500 each for Young Horse Linear Description events. Applications post-marked on or after June 1, 2017 will be considered for funding. Funding will be awarded on a first-applied first-funded basis as long as all other criteria are met. Once the event has been approved by the US Breeding Leader as successfully completed and all documents received, payment will be issued to the organizer by the USIHC Treasurer.

Requirements:

- The judge and event must be approved by the USIHC Breeding Leader as required by FEIF. To be approved as a judge, he/she must be an international breeding judge and have additional formal training using the linear system.
- The Young Horse Linear Description event must be open for the public to observe and for public horses to participate to be eligible for grant funding.
- Application for funding must be received, by the US Breeding Leader (breeding@icelandics.org) post-marked no later than one month prior to the event using the 2017 Young Horse Linear Description [Application Form](#).
- The event details must be submitted the USIHC Secretary (calendar@icelandics.org) for inclusion in the [USIHC Calendar](#) no later than one (1) month before the event.
- The host/organizer of the event must be a current USIHC member in good standing both at the time of application and at the time of the event.
- The young horses at the event must be evaluated under the [FEIF General Rules for Foal and Young Horse Assessments](#).
- The iPad app must be used at the event to give owners/breeders immediate access to the linear assessment values to maximize the opportunity for the judge to educate breeders and others in attendance. Education of breeders in order to improve their breeding is the primary purpose of Young Horse Linear Description events. Organizers are encouraged to provide printed copies of the linear assessment forms to the breeders the day of the event.
- The event must be successfully completed and the results of all assessments must be forwarded to the US Breeding Leader via online iPad app as well as signed and dated paper judging sheets generated from the app no later than 14 days after event completion in order to facilitate error-free submission of the data to the FEIF researchers.
- The Breeding Leader will not publish/release the linear percentages as the singular intent of this program is education of breeders and others in attendance. Participants are welcome to release the information at any time at their discretion. No national award/ranking will be conferred.

Event organizers that follow these guidelines but do not access funding are still strongly encouraged to submit the data in the forms requested (iPad and paper) to the USIHC Breeding Leader in order to facilitate submission of the data to the FEIF researchers.

30. Flagship Event Funding (2017) Original

The USIHC understands the needs to provide support for its flagship programs - sanctioned sport shows and breeding evaluations. In order to provide substantial financial support needed the USIHC has decided that for the 2017 calendar year a total of \$9,000 per year will be budgeted to support these events. This amount will be distributed in increments of \$1,000 per event subject to the eligibility requirements below.

- The first nine events of the year that have been sanctioned by either the US Sport Leader or the US Breeding leader for funding on a first/approved, first/funded basis. Funding qualification is based on the date the sanction is granted not the date of the event.

- The organizer of the event must either be a member(s) in good standing of the USIHC or an official Affiliated club of the USIHC.
- In the case of a breeding evaluation, the [FEIF Application for International Breeding Shows](#) must be submitted to and signed off (approved) by the US Breeding Leader (sent to breeding@icelandics.org). In the case of a sanctioned sport show, the procedures in the current [Sanctioned Show Rules](#) must be followed and a [Sanctioned Show Application](#) must be approved by the US Sport Leader (sport@icelandics.org).
- The event must be conducted in accordance with all USIHC and FEIF applicable rules/regulations.
- The event must be deemed as successfully completed by either the US Sport Leader or the US Breeding Leader (in his/her sole discretion) depending on the type of event.

After the qualifying event has been deemed successfully completed by either the US Sport Leader or the US Breeding Leader, the USIHC Treasurer will distribute the supporting funds to the designated party. Events that have qualified, but fail to successfully be completed, will not be funded and may not be funded in the future under this program at the discretion of the USIHC Board of Directors.

30.a. Sanctioned Show Funding (2018) Proposed by Will Covert - Passed

The USIHC understands the needs to provide support for Sanctioned Sport Shows, especially in new regions. In order to provide the substantial financial support needed the USIHC has decided that for the 2018 calendar year a total of \$3,250 will be budgeted to support these events. This amount will be distributed on a sliding scale for the first four times the event is held (an event will be determined by location and/or show organizer) The first funding amount will be \$1,000, the second will be \$750, the third \$500 and the fourth and final will be \$250. Funding qualification is based on the date the sanction is granted not the date of the event.

- *The organizer of the event must either be a member(s) in good standing of the USIHC or an official Affiliated club of the USIHC.*
- *The event should be open to the public*
- *The event details (including dates, event location and contact person) must be submitted to the Sport Committee Chair for inclusion on the USIHC Calendar of Events.*
- *The procedures in the current [Sanctioned Show Rules](#) must be followed and a *Application* must be approved by the US Sport Leader (sport@icelandics.org).*
- *The event must be conducted in accordance with all USIHC and FEIF applicable rules/regulations.*
- *All riders must be in compliance with Policy #18. Organizer must submit a list of riders for verification of USIHC membership (prior to the event) to the Sport Committee Chair, any owner or participant found not to be a USIHC member is subject to a \$50 non member fee due to the USIHC, see policy #25.*
- *The event must be deemed as successfully completed by the US Sport Leader (in his/her sole discretion).*

After the qualifying event has been deemed successfully completed by the US Sport Leader, the USIHC Treasurer will distribute the supporting funds to the designated party. Events that have qualified, but fail to successfully be completed, will not be funded and may not be funded in the future under this program at the discretion of the USIHC Board of Directors.

30.b. Breed Evaluation Funding (2018) Proposed by Linda Templeton - Passed

The USIHC understands the needs to provide support for critical programs such as breed evaluations. The USIHC recognizes the great expense of a breed evaluation and that most organizers do not have adequate experience in anticipating and managing the costs. The goal is to assist organizers with funding to enable them to ultimately become self sufficient.

The budget for Breed Evaluations in 2018 is \$2000. The distribution of these funds will be recommended by the Breeding Committee and approved by the BOD, within the following parameters.

- *The organizer of the event must be a member(s) in good standing of the USIHC or an official Affiliated club of the USIHC.*
- *The event should be open to the public to attend.*
- *The event details (including dates, event location and contact person) must be submitted to the Breeding Committee Chair for inclusion on the USIHC Calendar of Events.*
- *The [FEIF Application for International Breeding Shows](#) must be submitted to and signed off (approved) by the US Breeding Leader (sent to breeding@icelandics.org).*
- *The organizer must submit a request for funding by April 15, 2018.*
- *The funds will be equally allotted to each completed request for funding.*
- *Up to \$300 per allotted funding may be retained by the Breeding Committee to assist with travel costs to meet the USIHC requirement of a Breed Committee Member being present at each Breed Evaluation.*
- *The event must be conducted in accordance with all USIHC and FEIF applicable rules/regulations.*
- *All horse owners in both Breed Evaluation and YHA, as well as participants in any instructional seminars, must be in compliance with Policy #18. Organizer must submit a list of owners and participants for verification of USIHC membership (prior to the event) to the Breeding Committee Chair, any owner or participant found not to be a USIHC member is subject to a \$50 non member fee due to the USIHC, see policy #25.*
- *The event must be deemed as successfully completed by the US Breeding Leader (in his/her sole discretion).*

After the qualifying event has been deemed successfully completed by the US Breeding Leader, the USIHC Treasurer will distribute the supporting funds to the designated party. Events that have qualified, but fail to successfully be completed, will not be funded and may not be funded in the future under this program at the discretion of the USIHC Board of Directors.

31. Affiliated Club Clinic Support (2017) Original

The USIHC has budgeted to support clinics held by USIHC Affiliated clubs. Funds will be distributed in increments of \$500 per club per event for up to two (2) events per club in the 2017 calendar year subject to the eligibility requirements below.

Eligibility:

1. The event must be open to the public to either participate, or audit.
2. The event details must be submitted to both the Affiliated Club Committee Chair (affiliated_clubs@icelandics.org) and the USIHC Secretary (calendar@icelandics.org) for inclusion in the USIHC Calendar of Events no later than 1 month (30 days) before the event. (The club hosting the event must be in good standing with the USIHC at the time of event submission for inclusion on Event calendar.)
3. Each club will be eligible for two \$500 grants in 2017. (No more than two grants will be approved. Each at a maximum of \$500.)
4. The club hosting the event must be in good standing with the USIHC at the time of the event.
5. The event must be approved as successfully completed by the Affiliated Club Committee Chair.
6. Once the event has been approved as successfully completed payment will be issued to the organizer by the USIHC Treasurer.

Suggested (but not required): Affiliated Club include a write up of the event in the *Quarterly*.

32. Schooling Show Support (2017) (this gets rolled into 31)

The USIHC has budgeted to support Schooling Shows. Funds will be distributed in increments of \$250 per event for up to 12 events in the 2017 calendar year subject to the eligibility requirements below.

- The first twelve events of the year that have been sanctioned by the US Sport Leader for funding on a first/approved, first/funded basis. Funding qualification is based on the date the application is approved not the date of the event.
- The procedures in the current Schooling Show Handbook must be followed and a Schooling Show Request For Funding Application must be approved by the US Sport Leader (sport@icelandics.org).
- The event must be deemed as successfully completed by either the US Sport Leader.

After the qualifying event has been deemed successfully completed by the US Sport Leader, the USIHC Treasurer will distribute the supporting funds to the designated party. Events that have qualified, but fail to successfully be completed, will not be funded and may not be funded in the future under this program at the discretion of the USIHC Board of Directors.

31: Regional Club Clinic or Schooling Show Support (2018) Proposed by Leslie

Policy #31 has been budgeted \$3500 by the USIHC to support clinics or schooling shows held by USIHC regional clubs (\$250 per club). Funds will be distributed in \$250 increments, for the calendar year 2018 subject to the eligibility requirements below.

Eligibility:

1. The events must be open to the public to either participate, or audit.
2. The event details (including dates, clinician's name, clinic location and who to contact) must be submitted to both the Affiliated Club Committee Chair (regional_clubs@...) and the USIHC Secretary (calendar@...) for inclusion in the USIHC Calendar of Events no later than 1 month (30 days) before the event.(The club hosting the event must be in good standing with the USIHC at the time of event submission for inclusion on Event calendar.)
3. Each club will be eligible for one \$250 grant in 2018. (No more than one grant/club will be approved. Maximum is \$250.)
4. The club hosting the event must be in good standing with the USIHC at the time of the event.
5. New clubs formed after January 1, 2018, will be eligible for funding only if the budget allows and therefore are not guaranteed funding.
6. All riders in the event must be USIHC members prior to participation (in keeping with Policy # 18/25). Organizer must submit a list of riders for verification to the Affiliated Club Committee Chair, any rider found not to be a USIHC member is subject to a \$50 non member fee due to the USIHC.
7. The event must be approved as successfully completed by the Affiliated Club Committee Chair.
8. Once the event has been approved as successfully completed payment will be issued to the Regional Club by the USIHC Treasurer.

Suggested (but not required):

1. Regional Club include a write up of the event in the Quarterly

31. Regional Club Clinic or Schooling Show Support (2018) Proposed by Leslie Chambers - **Passed**

Policy #31 has been budgeted \$3500 by the USIHC to support clinics or schooling shows held by USIHC regional clubs (\$250 per club). Funds will be distributed in \$250 increments, for the calendar year 2018 subject to the eligibility requirements below.

Eligibility:

1. The events must be open to the public to either participate, or audit.
2. The event details (including dates, clinic topic, clinic location and who to contact) must be submitted to both the Affiliated Club Committee Chair (regional_clubs@...) and the USIHC Secretary (calendar@...) for inclusion in the USIHC Calendar of Events no later than 1 month (30 days) before the event.(The regional club hosting the event must be in good standing with the USIHC at the time of event submission for inclusion on Event calendar.)

3. Each regional club will be eligible for one \$250 grant in 2018. (No more than one grant/club will be approved. Maximum is \$250.)
4. The regional club hosting the event must be in good standing with the USIHC at the time of the event.
5. New regional clubs formed after January 1, 2018, will be eligible for funding only if the budget allows and therefore are not guaranteed funding.
6. All riders and auditors must be in compliance with Policy #18. Organizer must submit a list of riders and auditors for verification of USIHC membership (prior to the event) to the Affiliated Club Committee Chair, any rider found not to be a USIHC member is subject to a \$50 non member fee due to the USIHC, see policy #25.
7. All participating horses must be Icelandic.
8. The event must be approved as successfully completed by the Affiliated Club Committee Chair.
9. Once the event has been approved as successfully completed payment will be issued to the Regional Club by the USIHC Treasurer.

Suggested (but not required):

1. Regional Club include a write up of the event in the Quarterly.

33. Breed Evaluation Education Proposed by Linda Templeton - **Passed**

The USIHC Board has budgeted \$500 in 2018 as a loss prevention for an educational seminar with the goal of educating members of the breeding committee as well as breeders, owners, and potential buyers about breed evaluations.

34. BOD Email Vote Proposed by Linda Templeton - **Passed**

If an issue is critical and a vote is needed before a Board Call, a BOD can request an Email Vote. This email should be flagged with 'VOTE NEEDED' in the subject line. Each BOD has 48 hours to respond. A super majority of seven positive votes carries the proposal.

If a proposal does not pass, it can be brought into the next board call for further discussion.

All email votes are to be included in the next month's minutes after committee reports.

35. Issue Handling Procedure Proposed by Leslie Chambers - Pending

1. The issue should be well defined in a single clear statement. This is to be done by the Board member to which the issue is first presented. This information will then be shared with the entire board. The initial receipt Board member will also immediately acknowledge the receipt of the "issue" and inform the sender of the handling procedure. (steps 2-7).
2. The Board will identify a Board member who will serve as point person and oversee the procedure and provide a timeline. This may require a call for an "executive session".
3. Identify all relevant individuals involved in the issue. These individuals should be asked to provide their written account of the issue that will be shared with all those involved (provide date due).
4. These documents will be reviewed by the USIHC BOD, which will then conclude an appropriate action (provide date due).
5. This action will be shared with individuals involved who will be given a chance to respond in writing (provide date due).
6. These responses will be reviewed and the USIHC BOD will decide whether to stand by their original conclusion or modify (provide date due).

7. All will be notified and the issue will be closed. Written notification shall be prepared and agreed upon by the BOD by a specified due date. Notifications will be made in the following order, first to individuals involved and second to general membership. If it is determined appropriate the written notification to the general membership should closely follow that given to the individual, within 24-48 hours.

Policy # 36 Standard of Conduct (Ethics Code) - to be written

This procedure will be reviewed on the next BOD call. Items to be added are 'Standard of Conduct', a timeline for acknowledgment of an inquiry.

The BOD also would like to add an additional policy to state both a Standards of Conduct and an Ethics Code.

This BOD call concluded at 10:26 EST.

The Next BOD Call is scheduled for March 13, 2018 8:00PM EST.

USIHC General Membership Funds

12/31/17		1/31/18
\$ 5,268.24	Checking	\$ 4,648.82
\$ 106,362.80	Money Market	\$ 106,375.45
\$ 10,075.88	CDs	\$ 10,078.60
\$ 121,706.92	subtotal	\$ 121,102.87
\$ (4,863.91)	Youth Fund	\$ (5,091.01)
\$ (4,000.00)	Judge Scholarship Fund	\$ (4,000.00)
\$ (3,403.38)	World Champ. Team Fund	\$ (3,545.48)
\$ 109,439.63	USIHC Unrestricted Membership Funds	\$ 108,466.38

Net **Decrease** from 12/31/17

-\$973.25

02/15/18

United States Icelandic Horse Congress Inc.
Balance Sheet Standard
As of January 31, 2018

	Jan 31, '18
ASSETS	
Current Assets	
Checking/Savings	
Associated Checking acct.	4,648.82
Associated Money Market Acct.	106,375.45
Total Checking/Savings	111,024.27
Other Current Assets	
CD ownd by USIHC mature 10/7/19	2,000.00
CD ownd by USIHC mature 10/7/20	2,000.00
CDs for Judge Scholarship Fund	
CD-matures 10/5/18	3,078.60
CD-matures 4/13/20	3,000.00
Total CDs for Judge Scholarship ...	6,078.60
Total Other Current Assets	10,078.60
Total Current Assets	121,102.87
TOTAL ASSETS	121,102.87
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Unexpended Judge Schlshp. Fund	4,000.00
Unexpended World Champshp F...	3,545.48
Unexpended Youth Funds	5,091.01
Total Other Current Liabilities	12,636.49
Total Current Liabilities	12,636.49
Total Liabilities	12,636.49
Equity	
Opening Bal Equity	96,926.56
Retained Earnings	12,513.07
Net Income	-973.25
Total Equity	108,466.38
TOTAL LIABILITIES & EQUITY	121,102.87

United States Icelandic Horse Congress Inc.
Income & Expense Report
January 2018

Income		Expense	
Education-Riding Badge		Breeding Committee Exp.	
Riding Badge Inc.	38.54	Breeding Comm. Equipment Exp.	79.32
Interest Income	28.93	Competition Comm. Expense	
		National Ranking Award Expense	588.00
		FEIF World Ranking Fee for 2017	287.86
		Total Competition Comm. Expense	875.86
Leisure Committee Income		Leisure Committee Expense	
S2SS income	8.00	Sea2ShiningSea expense	998.00
Membership Related Income		Membership Related Expenses	
Farm Listing	1,073.88	Annual Meeting Exp.	
Membership Dues		2018 Denver Annual Mtg. exp.	2,307.32
Family Memberships	1,269.34		
Individual Memberships	2,669.33		
Total Membership Dues	3,938.67	FEIF related expenses	
Quarterly Inc.		FEIF Mbshp fees	2,635.14
Quarterly Adv. Inc.	924.02	Toll Free line	12.95
Total Membership Related Income	5,936.57	Total Membership Related Expenses	4,955.41
		Promotional Exp.	
		Ambassador award	200.00
		Promotional Advertising	745.01
		Promotional Exp. - Other	100.00
		Total Promotional Exp.	1,045.01
Registry Income		Registry Expenses	
Registration fees	498.97	Clerical for registry	183.00
Transfer fees	309.82	Registry Office supplies	93.48
Total Registry Income	808.79	Registry Postage	64.00
USIHC Non-Member fees	50.00	Total Registry Expenses	340.48
Youth Committee Inc.		Youth Committee Exp.	
Youth Cup Tryout Fees	600.00	Spaeri Award	150.00
Total Income	7,470.83	Total Expense	8,444.08

Net Income (Loss) : -973.25



Board Conference Call Minutes

March 13, 2018 8:00PM (Eastern)

BOARD MEMBERS

PRESENT: Will Covert, Lori Cretney, Kari Pietsch-Wangard, Linda Templeton, Alex Dannenmann, Emily Potts, Jess Haynsworth, Kevin Draeger, Leslie Chambers

MEETING CALLED TO ORDER 8:06 EST (WILL COVERT)

SECRETARY'S REPORT (LINDA TEMPLETON)

The USIHC lists 655 members in 481 households as of March 10, 2018.

TREASURER'S REPORT (KARI PIETSCH-WANGARD)

The monthly financial statements now include a detailed breakdown of the cash owned by the Congress. The key figures from the breakdown are:

<u>Combined bank account balances as of 2/28/18:</u>	\$ 121,059.22
<u>Unrestricted funds as of 2/28/18:</u>	\$ 107,974.76
Net Decrease from 1/31/18:	(\$491.62)
Net Decrease from 12/31/17:	(\$1,464.87)

Please note the additional line in the above Treasurer's Report, that of the year to date (YTD) net increase / decrease, this gives us a truer picture of our financial standing.

The USIHC is in receipt of a \$5000 refund from our 2016 deposit to Cornell for the Blood Profile Project. These funds will reside in an escrow account so as not to skew our budget tracking.

STANDING COMMITTEE REPORTS

Affiliated Clubs (Leslie Chambers, chair)

Affiliated Club Committee Report for March 13, 2018

Chair: Leslie Chambers

Members: N=30

- **Annual Meeting Host:**

The NEIHC has volunteered to host the 2019 USIHC Annual meeting, in Boston MA. The following support presenting this proposal to the board: Virginia Lauridsen, Susy Oliver, Suzi McGraw, Lisa McKeen, Sherry Hoover and Leslie Chambers (N=7). No one opposed. No other club volunteered to host.

The BOD appreciates the NEIHC for coming forward to potentially host the next annual meeting in Boston, MA. Leslie has been asked to work with the NEIHC to identify a contact within the club to be the liaison to begin investigating hotel locations and costs, and to provide that information to the BOD.

• **Response to Policy 31 2018 (Clinics/Schooling shows):**

Changes to Policies 18 and 25 created new requirements for Policy 31.

The following members question whether the Board followed proper procedure by not asking committees affected by these policies for input prior to the adopted changes: Andrea Barber, Gabriel Meyer, Virginia Lauridsen, Anita Sepko and Lisa McKeen (N=5).

The following members oppose all non member fee requirements (both rider and auditor) for Policy 31: Andrea Barber, Anita Sepko, Lisa McKeen, Sherry Hoover, Linda Eddy, Susy Oliver, Janet Mulder, Julia Anderson, Suzi McGraw and Eve Loftness (N=10). Reasons for opposition include:

- non member fees feel like a penalty and more members could be brought in with incentives
- RCs should be the ones to decide how to draw in new members, not the Board, when the Board makes the decisions, without RC input, it drives away members
- this has failed in the past
- non member fees will make it harder to fill the clinic
- punishes people seeking education
- too much work for organizer
- The policy also states that the events must be open to the public, but then requires you to join the organization or pay a fee. This is misleading.

The following members oppose the auditor fee specifically: Sara Lyter, Virginia Lauridsen, Gabriel Meyer, Leslie Chambers (N=4). Reasons for opposition include:

- this has been tried and failed in the past
- discourages auditors, auditors are viewed as potential members and may be turned off if they have to pay for the opportunity to experience what the RC has to offer

The following members accept the non member fee for auditors: Jeannene Heinrich and Linda Templeton (N = 2).

The following members accept the non member fee for riders): Jeannene Heinrich, Virginia Lauridsen, Leslie Chambers, Gabriel Meyer and Linda Templeton (N=5). Suggestions for fee:

- For the amount of what a non-USIHC rider should pay, (Gabriel Meyer) have the following suggestion: The amount should reflect the amount the Congress subsidizes per rider. If the clinic attracts 10 riders the fee would be \$25 (\$250 divided by 10), if the clinic attracts 8 riders (more realistic for our region), the fee would be \$31.25 (\$250 divided by 8).
- **Summary:** The majority of the committee members (10) who have shared opinions, oppose the concept of a non member fee requirement for Policy 31, with a minority of members (5) supporting the concept of a non member fee, but more for riders only and not the fixed amount currently stated in the policy.

- **Alternative Proposal:**

Drop the non member fees for both rider and auditor.

But add the following requirement,

Regional clubs must provide a list of event (clinic or schooling show) participants (rider and auditor). The Regional Clubs will receive \$25/USIHC member on that list, up to a maximum of \$250.

This would give more freedom to the RCs on how they encourage people to join the USIHC and it would ensure that USIHC members are the ones that receive the benefit of this policy.

Opposed: Andrea Barber, Anita Sepko and Lisa McKeen oppose any restrictions placed on how the RCs use USIHC funds. Reasons:

- They feel the USIHC (board) has been "heavy handed" and "make members feel disenfranchised"..... "the USIHC should spend more time supporting us and less telling us what we have to do".
- Andrea Barber added that if the Board does choose to go with this option it would only be acceptable as long as those only those RC members who are USIHC members be listed.

Response to Policy 30a 2018 (Sanctioned shows):

Opposed to non member fee (Andrea Barber and Lisa McKeen) Reasons:

- Been tried before and failed
- It hurts attendance
- Not proven to gain memberships
- Attendees are likely to be USIHC members anyway and those who aren't would be "turned off" with a non-member fee

Support fees (Sherry Hoover and Virginia Lauridsen) with the following restrictions:

- Only for WR shows (event with FEIF impact)

Response to Policy 30b 2018 (Breed Evaluations):

Opposed to non member fee (Andrea Barber, Lisa McKeen and Virginia Lauridsen) Reasons:

- Been tried before and failed
- It hurts attendance
- Not proven to gain memberships
- Need to encourage people to bring horses to evaluations - not in any way discourage them, especially since cost is usual a deciding factor.
- Attendees are likely to be USIHC members anyway and those who aren't would be "turned off" with a non-member fee

Support fees (Sherry Hoover and Virginia Lauridsen) Reasons:

- Event has FEIF impact

The BOD discussed the feedback on Policies 18 & 25 provided by some members of our Affiliated Clubs, as compiled by Leslie. These changes were entirely within the rights and responsibility of the BOD, and were decisions viewed as adding value to USIHC membership, assuring members that funds were being used for member benefit. After careful consideration the BOD voted to rescind these two policies and revert back to the prior language (*as in 2017*). The motion made by Leslie, carried unanimously and non member fees will be eliminated from Affiliated Club funded clinics, Breed Evaluations and Sport Sanctioned Shows. (*See 'Old Business' for versions of reinstated policies*)

Membership:

New Discussion has opened up around increasing USIHC membership (Committee members view the idea of a non member fee, as a penalty, they feel incentives will bring more new members).: Some of the ideas so far include:

- offering incentives, such as t-shirts,
- first time member discounts
- regional club member discounts.

There was discussion regarding both retaining and acquiring members. It was suggested that a 'Value Grid' be developed to graphically demonstrate the monetary value of being an USIHC member. Leslie is following up on this.

Breeding (Linda Templeton, chair)

- Funding Application for Breed Evaluations is Complete (Form is at end of this Agenda) Form approved with suggested edits, as currently reflected at the end of this document.
- Coralie Denmeade is heading a project to develop a 'Breeders Packet' of information, timelines, checklists to help both Stallion and Mare Owners.
- The committee is discussing possible methods to influence 'Responsible Breeding'.
- The Breeding Seminar (education targeted for committee members) is March 23-25th. The following committee members will be attending: Deborah Cook, Heidi Benson, Lori Cretney, Coralie Denmeade, Sherry Hoover, Virginia Lauridsen, Bernie Willis and Linda Templeton. Unable to attend, due to prior commitments are Lucy Nold and Kari Pietsch-Wangard. We have three non committee members attending at \$350 each to help defray the cost. Our committee members are responsible only for their airfare and meals. Red Feather is able to 'house' all but two attendees, to keep their costs down.
- We are investigating the possibility of working with Gaedinger Club to try to fundraise to help support our three evaluations this year. Martina is touching base with Amy Goddard regarding the possibility of an online auction, we should also consider sponsors, all ideas are welcome.

Education (Alex Dannenmann, chair)

No Report Received.

Leisure (Lori Cretney, chair)

Rider of the Month – All riders participating in the Sea 2 Shining Sea program for 2018/2019 season have agreed to have their names put in a hat for a random drawing to determine Rider of the Month. Each month a different name will be drawn. A write-up of the Rider of the Month will be posted on Facebook and will go in the Quarterly. This is to help the Sea 2 Shining Sea participants get to know each other better.

What used to be the Rider of the Month will be called Leisure Scout. To be a Leisure Scout participants in the Sea 2 Shining Sea program will need to post on social media, such as Facebook, as much as possible about their rides and experiences on the trails.
Currently working on a route for the Sea 2 Shining Sea 2018/2019 season.

Promotion (Emily Potts & Jess Haynsworth, co-chairs)

- **Promotions:**

Three members/affiliated clubs have formally requested Policy 21 funds. So far all meet the guidelines and will be submitting their final contracts/receipts after the expos.

- Sherri Hoover - Sirius Kentucky Icelandic Horse club - Ohio Equine Affaire, Display Stall, \$150
- Jackie Alschuler - Flugnir - Minnesota Horse Expo, Breed Demo, \$125
- Virginia Lauridsen - Toppur - Iowa Horse Fair, Breed Demo, \$150

Follow up on Facebook Photo/Video Horse Policy:

As requested, we looked at the use of photos in the Quarterly as an example. The most recent publication has seven non USIHC registered horses featured in photos.

For social media, photos containing Icelandic horses that are FEIF registered but not USIHC registered should be allowed, especially if there is a USIHC member in good standing included in the photo. A grace period for non FEIF registered horses under one year is also appropriate.

If we are concerned about the need for members to register horses, we need to evaluate accessibility of registration information as well as educate members about the importance of registering their horses. We propose that we examine the above FB policy again once we have a new website and have had a chance to promote and make the registration materials more accessible. Then by having a "registration drive" or other promotional event, we could spark interest and provide more incentive to help circulate registration information and materials.

The Promotions Committee has decided to use a Best Practices approach (outlined above) as their guidelines for publishing on social media and the website, this is in sync with the Quarterly's Best Practices.

- **Website:**

Kara has withdrawn from the website project because she did not feel she was the right person to work on the overhaul. She is in compliance with the confidentiality agreement.

Moving forward, these are the three goals that have been established for the website:

1. Make the site so it can be managed by someone who does not have extensive coding knowledge. This is important for the long term health and accessibility of USIHC site.
2. Improve Usability - Members have given feedback that information can be difficult to find.
3. Design - update photos and integrate social media to make it more visually appealing. This would increase member engagement as a good digital presence is critical for any organization

We likely need to consider hiring a freelancer to help with bullet one. I am currently looking into exactly what would be needed as well as what we would be looking at for cost.

Quarterly (Nancy Marie Brown & Nikki Esdorn, co-chairs, Leslie Chambers liaison)

The March 2018 issue of the Quarterly is in the mail and should be received by all members by March 15. The Quarterly Committee is now hard at work on the June 2018 issue. The deadline for that issue is April 1. Board members and committee chairs, please let us know ASAP if you want us to save space for any text, photos, or advertisements for that issue. We will be printing 600 copies of this issue. Extras will be made available for promotional purposes; contact quarterly@icelandics.org.

Nancy Marie Brown
USIHC Quarterly co-editor
802-626-4220
gaeska513@gmail.com
quarterly@icelandics.org

Sport - (Will Covert, chair)

- A new Five Gait Test F3 was approved at the 2018 FEIF delegates assembly

New Five Test F3

Preliminary Round: The test is ridden in groups of up to five riders on the oval track. The horses show the sections as instructed by the speaker as described in S2.3.2. They rider on the rein as set in the starting list.

Sections:

1. slow to medium speed tölt
2. slow to medium speed trot
3. medium walk
4. slow to medium speed canter
5. flying pace

Pace is shown twice on one long side. The riders choose the long side by majority vote. In the event of a draw the speaker will decide. A combination needs to show at least once half a long side to get a mark. The mark for pace is doubled and the total number of points is divided by 6.

Final Round: The finalists show the required sections as instructed by the speaker as described in S2.3.2.

Pace is shown twice on one long side. The riders choose the long side by majority vote. In the event of a draw the speaker will decide. A combination needs to show at least once half a long side to get a mark. The mark for pace is doubled and the total number of points is divided by 6.

Youth (Kevin Draeger, chair)

- The committee would like to see the Spaeri Award continue on and wishes to focus on promotion of the award to increase the participation.

Kevin will be working with the Youth Committee to define the criteria and guidelines for this award. This will be presented to the BOD for consideration and approval.

OLD BUSINESS

- Proposal on Proposals [Jess Haynsworth]

This proposal is pending, final verbiage needs to be sent to BOD for approval, then promoted to the member base.

Jess will finalize the wording on this and circulate it to the BOD prior to the next BOD Call in April.

- General Policy for WC Horse Support – sent back to Sport Committee

- WC Team leader designation (future) – sent back to Sport Committee

- Sitemap

Promotions has distributed a sitemap of the current website for the BOD to review and offer input.

- FEIF Youth Cup Qualifiers

The BOD has requested that Kevin do a write up on the qualifiers and the ranking of alternates for Promotions to post in recent news.

- Request to Revisit Policies 18 & 25 by Affiliated Club Chair, Leslie Chambers

18. USIHC Sanctioned and Sponsored Event Participation - Rescinded

All USIHC sanctioned seminars (Judge Seminar - Education Committee), shows (Sports Committee) and breed evaluations (Breed Committee), as well as events that receive partial funding such as clinics (Affiliated Clubs Committee) and schooling shows (Sports Committee and possibly Affiliated Clubs Committee) must require all participants be given the option of becoming USIHC members prior to participation in the event, or be charged the non member fee set in Policy # 25 (2018: fee set at \$50). Overseeing committee chair will be responsible for compliance verification (participants in Judge seminar, owners of horses in USIHC sanctioned breed evaluations, riders in all USIHC sanctioned shows, riders in USIHC funded schooling shows and riders/auditors of USIHC funded clinics).

18. Seminar Participation - Reinstated

Attendance of USIHC sanctioned seminars is open to all interested parties. Individuals who are not current members of the USIHC must pay a \$40 fee per event. The organizer of the seminar shall collect the non-member fees and forward them to the Treasurer.

25. Non-member Fee Determination- Rescinded

Membership status for all Congress (USIHC sanctioned and sponsored) events, which have non-member fees (see policy # 18), shall be determined and included in the event registration materials. Any participant who is not a member in good standing shall be required to pay the appropriate non-member fee (2018: fee set at \$50). Non member fees should be collected prior to the event, if USIHC membership cannot be verified. If the participant can prove USIHC membership at the time of the event, the fee may be reimbursed at the conclusion of the event. The event organizer shall be responsible for the collection of all non-member fees and they shall be paid to the USIHC prior to the release of any USIHC funding (for example: Policy 30, Flagship Funding; Policy 31, Regional Club Clinic and Schooling Show Funding). These fees should also be included with the show report form and fee for sanctioned shows.

25. Non-member Fee Determination - Reinstated

Membership status for all Congress events, which have non-member fees, shall be determined at the conclusion of the event. Any participant who is not a member in good standing at the conclusion of the event shall be required to pay the appropriate non-member fee. The event organizer shall be responsible for the collection of all non-member fees.

- Policy 35 – Issue Handling Procedure - *Tabled until the April Call*

Policy #35 Issue Handling Procedure:

1. The issue should be well defined in a single clear statement. This is to be done by the Board member to which the issue is first presented. This information will then be shared with the entire board. The initial receipt Board member will also immediately acknowledge the receipt of the "issue" and inform the sender of the handling procedure. (see Form letter*).
2. The Board will identify a Board member who will serve as point person and oversee the procedure and provide a timeline. This may require a call for an "executive session".
3. Identify all relevant individuals involved in the issue. These individuals should be asked to provide their written account of the issue that will be shared with all those involved (provide date due).
4. These documents will be reviewed by the USIHC BOD, which will then conclude an appropriate action (provide date due).
5. This action will be shared with individuals involved who will be given a chance to respond in writing (provide date due).
6. These responses will be reviewed and the USIHC BOD will decide whether to stand by their original conclusion or modify (provide date due).

7. All will be notified and the issue will be closed. Written notification shall be prepared and agreed upon by the BOD by a specified due date. Notifications will be made in the following order, first to individuals involved and second to general membership. If it is determined appropriate the written notification to the general membership should closely follow that given to the individual, within 24-48 hours.

*Form letter:

Dear (first name),

The USIHC thanks you for bringing this to our attention. The board will proceed in accordance with Policy 35.

- We will assign a Board member to oversee this procedure
- The issue will be defined in a single clear statement
- Identify all individuals directly involved in the issue.
- All individuals involved, will be asked to provide their account of the issue with the knowledge that these accounts will be shared with the board and all those involved. A deadline for this will be provide.
- The board will then read all accounts and conclude an appropriate action within a specified amount of time.
- The board action will be shared with all involved and all will be given a chance to respond in writing with the knowledge that these responses will be shared with all involved. A deadline will be provided.
- The board will review these responses and decide whether to stand by the original action or make modifications. A deadline will be provided.
- All will be notified of the board's final conclusion and the issue will be closed. Written notification shall be prepared and agreed upon by the BOD by a specified due date. Notifications will be made in the following order, first to individuals involved and second to general membership. If it is determined appropriate the written notification to the general membership should closely follow that given to the individual, within 24-48 hours.

We hope to conclude this matter in a timely and fair manner and appreciate your patience.
USIHC Board of Directors

- Standard of Conduct and Ethics Code - *Tabled until the April Call*
Policy # 36 Standard of Conduct (Ethics Code) – As taken from FEIF General Rules for discussion

All persons and corporate bodies (e.g. riders, judges, organizers, other officials, associations) involved in Icelandic horse events are committed to fair, comradely and sportsmanlike behavior to one another, and correct behavior as a rider towards the horse. It is to be taken for granted, that the internationally established principles for the prevention of cruelty to animals are respected and adhered to unreservedly at all times

MEETING ADJOURNED AT 10:20PM EST (WILL COVERT)

NEXT MEETING MONDAY, APRIL 16TH AT 8:00PM EST

EXECUTIVE SESSION

The purpose of this executive session was to inform the entire board of recent member concern brought forth regarding the Breeding Leader's request for information and the manner of the request. After speaking with all parties involved, it was determined that this situation was generated by the lack of a handoff of information and documents failing to bridge the transition of Breeding Leaders. The lack of information resulted in confusion and frustration. The parties involved provided clarifying communication helping to satisfactorily resolve the concerns raised for all involved.

USIHC General Membership Funds

<u>1/31/18</u>		<u>2/28/18</u>
\$ 4,648.82	Checking	\$ 4,593.75
\$ 106,375.45	Money Market	\$ 106,386.87
\$ 10,078.60	CDs	\$ 10,078.60
<hr/>		<hr/>
\$ 121,102.87	subtotal	\$ 121,059.22
\$ (5,091.01)	Youth Fund	\$ (5,414.27)
\$ (4,000.00)	Judge Scholarship Fund	\$ (4,000.00)
\$ (3,545.48)	World Champ. Team Fund	\$ (3,670.19)
<hr/>		<hr/>
\$ 108,466.38	USIHC Unrestricted Membership Funds	\$ 107,974.76

Net Decrease from 1/31/18

-\$491.62

12/31/17 Balance

\$ 109,439.63

Net Decrease from 12/31/17

-\$1,464.87

03/09/18

United States Icelandic Horse Congress Inc.
Balance Sheet Standard
As of February 28, 2018

	<u>Feb 28, '18</u>
ASSETS	
Current Assets	
Checking/Savings	
Associated Checking acct.	4,593.75
Associated Money Market Acct.	106,386.87
Total Checking/Savings	<u>110,980.62</u>
Other Current Assets	
CD ownd by USIHC mature 10/7/19	2,000.00
CD ownd by USIHC mature 10/7/20	2,000.00
CDs for Judge Scholarship Fund	
CD-matures 10/5/18	3,078.60
CD-matures 4/13/20	3,000.00
Total CDs for Judge Scholarship ...	<u>6,078.60</u>
Total Other Current Assets	<u>10,078.60</u>
Total Current Assets	<u>121,059.22</u>
TOTAL ASSETS	<u>121,059.22</u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Unexpended Judge Schlshp. Fund	4,000.00
Unexpended World Champshp F...	3,670.19
Unexpended Youth Funds	5,414.27
Total Other Current Liabilities	<u>13,084.46</u>
Total Current Liabilities	<u>13,084.46</u>
Total Liabilities	13,084.46
Equity	
Opening Bal Equity	96,926.56
Retained Earnings	12,513.07
Net Income	-1,464.87
Total Equity	<u>107,974.76</u>
TOTAL LIABILITIES & EQUITY	<u>121,059.22</u>

**United States Icelandic Horse Congress Inc.
Income & Expense Report
February 2018**

Income		Expense	
Interest Income	11.42	FEIF Conference exp.	
		FEIF 2018 Conference exp.	3,304.55
Membership Related Income		Membership Related Expenses	
Farm Listing	323.62	Quarterly Expenses	
Membership Dues		Graphics	1,000.00
Family Memberships	1,388.39		
Individual Memberships	2,450.10	Toll Free line	12.95
Youth membership	67.36	Total Membership Related Expenses	1,012.95
Total Membership Dues	3,905.85		
Quarterly Inc.		Promotional Exp.	113.77
Quarterly Adv. Inc.	145.35		
Total Membership Related Income	4,374.82		
Other Income			
misc. deposit/refund	-0.30		
Registry Income		Registry Expenses	
Duplicate Registration fees	50.00	Clerical for registry	946.00
Late Stallion Report fees	96.80	Registry Postage	118.09
Registration fees	576.62	Total Registry Expenses	1,064.09
Transfer fees	192.04		
Total Registry Income	915.46	Youth Committee Exp.	
		Youth Cup Exp.	
USIHC Non-Member fees	49.28	2018 Youth Cup Exp.	346.94
Total Income	5,350.68	Total Expense	5,842.30

Net Income (Loss) : -491.62

United States Icelandic Horse Congress Inc.
Income & Expense Report
January through February 2018

Income		Expense	
Education-Riding Badge		Breeding Committee Exp.	
Riding Badge Inc.	38.54	Breeding Comm. Equipment Exp.	79.32
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		Competition Comm. Expense - Othe	287.86
		Total Competition Comm. Expense	875.86
		FEIF Conference exp.	
		FEIF 2018 Conference exp.	3,304.55
Leisure Committee Income		Leisure Committee Expense	
S2SS income	8.00	Sea2ShiningSea expense	998.00
Membership Related Income		Membership Related Expenses	
Farm Listing	1,397.50	Annual Meeting Exp.	
Membership Dues		2018 Denver Annual Mtg. exp.	2,307.32
Family Memberships	2,657.73	FEIF related expenses	
Individual Memberships	5,119.43	FEIF Mbshp fees	2,635.14
Youth membership	67.36	Quarterly Expenses	
Total Membership Dues	7,844.52	Graphics	1,000.00
Quarterly Inc.		Toll Free line	25.90
Quarterly Adv. Inc.	1,069.37	Total Membership Related Expenses	5,968.36
Total Membership Related Income	10,311.39	Promotional Exp.	
Other Income		Ambassador award	200.00
misc. deposit/refund	-0.30	Promotional Advertising	745.01
		Promotional Exp. - Other	213.77
		Total Promotional Exp.	1,158.78
Registry Income		Registry Expenses	
Duplicate Registration fees	50.00	Clerical for registry	1,129.00
Late Stallion Report fees	96.80	Registry Office supplies	93.48
Registration fees	1,075.59	Registry Postage	182.09
Transfer fees	501.86	Total Registry Expenses	1,404.57
Total Registry Income	1,724.25	Youth Committee Exp.	
USIHC Non-Member fees	99.28	Spaeri Award	150.00
		Youth Cup Exp.	
		2018 Youth Cup Exp.	346.94
Youth Committee Inc.		Total Youth Committee Exp.	496.94
Youth Cup Tryout Fees	600.00		
Total Income	12,821.51	Total Expense	14,286.38

Net Income (Loss) : -1,464.87



USIHC
 United States Icelandic Horse Congress
www.icelandics.org

FUNDING APPLICATION FORM FOR SANCTIONED BREEDING EVALUATIONS

BREEDING EVALUATION:	
Location, Dates, Judges <small>(Judges' names will not be published with out organizer's approval)</small>	
Funding Amount Requested <small>(see Policy on Page 2)</small>	
Organizer – Name, Phone, email	
Manager – Name, Phone, email	
Number of Horses Expected for Full Evaluation	
Number of Horses Expected for Conformation Only	
Breeding Committee Representative that will be in attendance Name, Phone, email	
Jobs you need help with:	
<i>The following is for information only.</i>	
Young Horse Assessment?	Yes No If Yes, number of Young Horses Expected: _____ (circle one)
Other Seminars during Show?	Yes No If Yes, Please Describe: Topic, Instructor (circle one)
Date & Signature of Organizer	

I have read and accepted the rules for receiving funding (page 2).

The application form has to be sent to the Breed Leader on or before 4/30/2018;
email to: breeding@icelandics.org

30.b. Breed Evaluation Funding (2018)

The USIHC understands the need to provide support for critical programs such as breed evaluations. The USIHC recognizes the great expense of a breed evaluation and that most organizers do not have adequate experience in anticipating and managing the costs. The goal is to assist organizers with funding to enable them to ultimately become self sufficient. The budget for Breed Evaluations in 2018 is \$2000. The distribution of these funds will be recommended by the Breeding Committee and approved by the BOD, within the following parameters.

- The organizer of the event must be a member(s) in good standing of the USIHC or an official Affiliated club of the USIHC.
- The event should be open to the public to attend.
- The event details (including dates, event location and contact person) must be submitted to the Breeding Committee Chair for inclusion on the USIHC Calendar of Events.
- The FEIF Application for International Breeding Shows must be submitted to and signed off (approved) by the US Breeding Leader (sent to breeding@icelandics.org).
- The organizer must submit a request for funding by April 15, 2018.
- The funds will be equally allotted to each completed request for funding.
- Up to \$300 per allotted funding may be retained by the Breeding Committee to assist with travel costs to meet the USIHC requirement of a Breed Committee Member being present at each Breed Evaluation.
- The event must be conducted in accordance with all USIHC and FEIF applicable rules/regulations.
- The event must be deemed as successfully completed by the US Breeding Leader (in his/her sole discretion).
- After the qualifying event has been deemed successfully completed by the US Breeding Leader, the USIHC Treasurer will distribute the supporting funds to the designated party.
- Events that have qualified, but fail to successfully be completed, will not be funded and may not be funded in the future under this program at the discretion of the USIHC Board of Directors.



Board Conference Call Minutes

April 16, 2018 8:00PM (Eastern)

BOARD MEMBERS

PRESENT: Lori Cretney, Kari Pietsch-Wangard, Linda Templeton, Alex Dannenmann, Emily Potts, Kevin Draeger, Leslie Chambers

EXCUSED: Will Covert, Jess Haynsworth

MEETING CALLED TO ORDER 8:06 EST (LINDA TEMPLETON)

SECRETARY'S REPORT (LINDA TEMPLETON)

The USIHC lists 657 members in 486 households as of April 14, 2018.

TREASURER'S REPORT (KARI PIETSCH-WANGARD)

The monthly financial statements now include a detailed breakdown of the cash owned by the Congress. The key figures from the breakdown are:

<u>Combined bank account balances as of 3/31/18:</u>	\$ 125,337.69
<u>Unrestricted funds as of 3/31/18:</u>	\$ 112,151.13
<u>Net Decrease from 2/28/18:</u>	(\$823.63)
<u>Net Decrease from 12/31/17:</u>	(\$2,288.50)

STANDING COMMITTEE REPORTS

Affiliated Clubs (Leslie Chambers, chair)

Affiliated Club Committee Report for April 11, 2018

Chair: Leslie Chambers

Members: N=30

Annual Meeting Host:

The NEIHC has volunteered to host the 2019 USIHC Annual meeting, in Boston MA. We have quotes from three hotels associated with Logan airport (Hilton, Embassy Suites and Homewood Suites, see chart under Old Business). We are going to investigate a couple more options a little farther from the airport.

Leslie will contact the Logan Hilton to clarify terms regarding our financial obligation on rooms reserved but not used. The BOD will review on next call.

Membership:

The ACC is discussing current and potential benefits of membership (USIHC).

1. Discounting membership (for new members or for members who also belong to a regional club).
2. Have sellers (of Icelandic horses) include USIHC membership and registration for first time buyers.
3. Insurance: Leslie spoke to Nicole at Hallmark insurance and Diane at Equisure. Their advice was that if a (regional) club has its own set of by-laws, article of incorporation and EIN number, they should have their own policies for event liability and D&O. But, we could still explore offering individual policies for *excess liability* (3rd party claims) or *accidental medical*, if committee members feel their regional club members would be interested.

The difficulty associated with many of the above ideas would be how they would be administered.

It was determined that it is not feasible for the USIHC to secure insurance to cover our clubs or members.

Leslie will work with the AC to create a proposal for a 2019 Membership Drive.

We will seek to get copies of the spreadsheets used in 2017 for the analysis of membership to submit to FEIF. This information is required to provide our 2018-member census as well as support a future membership drive.

Item	Cost /Benefit USIHC member (\$45 for individual)	Cost/Benefit non member
Quarterly	included	Not available (except on editions one year back to 2008)
Horse registration	varies	\$25 non member fee
Transfer of ownership	\$15	\$15 plus \$25 non member fee = \$40
World Fengur	included	About \$193.00
FEIF membership	included	Only national association membership are available *
FEIF Youth Cup/Camp	Eligible	Not Eligible
World Championship Team (both adult and Youth)	Eligible	Not Eligible
America Youth Cup	Eligible	USIHC support has been given to members only. Eligible, but no USIHC support
Sea to Shining Sea Virtual Ride	Eligible	Not open to non members
Community	priceless	

The USIHC paid:* FEIF membership fees: \$1523.60 and World Fengur: \$505.00 (a subscription to World Fengur costs 165€ or ~ \$193)

Table Showing the spend down of USIHC funds

Year	Unrestricted Funds		Income: Membership Dues/Farm Listing
2018	\$108,466.38		
2017	\$126,104.98		\$19931.71/ \$3543.27
2016	\$137,634.06	Regional club clinic funding began (Policy 31)	\$18650.74/ \$3275.25
2015	\$151,373.16		\$19067.35/ \$3122.71
2014	\$148,527.34	Flagship funding began (Policy 30)	\$17517.60/ \$3803.01
2013	\$138,096.17		\$20531.07/ \$3549.95
2012	\$136,494.32		\$19533.06/ \$3767.06

Policies with direct member/regional club benefit:

	2018 proposed	2017	2016	2015	2014	2013
Pleasure Rider Program	retired	\$171.39	\$0.00	\$0.00	\$551.50	\$722.38
Sea 2 Shining Sea	\$1883.94	\$936.23				
Policy #21 EA/Expos	\$750.00	\$325.00	\$0.00	\$240.10	\$2617.69	\$2151.67
Policy #27 Grant Funding			retired		\$180.00	\$425.00
Policy #29 Young Horse Evaluations		\$1500.00	\$1000.00	\$500.00	\$500.00	
Policy #30A Flagship Sanctioned Shows	\$3250.00	\$8000.00	\$8000.00	\$8000.00	\$6000.00	
Policy #30B Flagship Breed Evals	\$2000.00			\$1000.00	\$1000.00	
Policy #31 Regional Clubs Clinics	\$3500.00	\$8500.00	\$4000.00			
Policy #32 Schooling Shows	Rolled into #31	\$500.00	\$250.00			
Total Spend	\$11,383.94	\$19,932.62	\$13,250.00	\$9,740.10	\$10,849.19	\$3,299.05

Regional Club Clinics/Schooling Shows - Policy #31, 2018

(updated 4/2/18)

Regional Club	Region	Contact-ACC	Clinic/ Schooling Show	RCC Chair/ Calendar notification
Alaska IHC	Alaska	Jane Wehrheim alaskaicelandics@gmail.com	June 22-24 Trausti Gudmundsson Wasilla, AK	Yes/yes
California IA	Mid-South CA	Asta Covert asta@tolt.net		
Cascade IHC	Pacific NW Portland OR/Vancouver WA	Linda Eddy lnd_eddy@yahoo.com	June 22-24 Tolt with Freya Ridgefield, WA	Yes/yes
Flugnir IHC	WI and MN	Eve Loftness eloftness@comcast.net	June 1-3 Clinic w/ Int'l Sport Judge Proctor MN?	Yes/yes
Frida IRC	Mid-Atlantic	Suzi McGraw icehorsesusa@hotmail.com		
Glitfaxa	Northeastern counties of the greater San Francisco Bay area	Gabriele Meyer gm@proryders.com		
Hestafolk	NW Washington NW/Canadian Border	Lisa MeKeen hestafolk@gmail.com		
Klettafjalla IHC	Rocky Mountains	Julia Anderson sacredliving@msn.com		
Kraftur	Northern CA	Bert Bates bert.bates@yahoo.com		
NEIHC	NE	Leslie Chambers lchambers17@comcast.net	June 23 Dressage Schooling Show Hudson, NY	Yes/yes
NWIHC	NW Ellensburg WA/eastern slope of the Cascades	Debby Dillard dbydill@gmail.com		
Saint Skutla IHC	Central and Western NY	Andrea Barber toltstar@yahoo.com		
Sirius Ohio Kentucky IHC	Ohio and Kentucky	Sherry Hoover 890hoover@gmail.com		
Toppur IHC	Iowa	Virginia Lauridsen virginia@ harmonyicelandics.com	June 9-10 Dressage Clinic IA	Yes/not yet

Regional Club Clinics/Schooling Shows - Policy #31, 2018

(updated 4/2/18)

Regional Club	Region	Contact-ACC	Clinic/ Schooling Show	RCC Chair/ Calendar notification
Alaska IHC	Alaska	Jane Wehrheim alaskaicelandics@gmail.com	June 22-24 Trausti Gudmundsson Wasilla, AK	Yes/yes
California IA	Mid-South CA	Asta Covert asta@tolt.net		
Cascade IHC	Pacific NW Portland OR/Vancouver WA	Linda Eddy lnd_eddy@yahoo.com	June 22-24 Tolt with Freya Ridgefield, WA	Yes/yes
Flugnir IHC	WI and MN	Eve Loftness eloftness@comcast.net	June 1-3 Clinic w/ Int'l Sport Judge Proctor MN?	Yes/yes
Frida IRC	Mid-Atlantic	Suzi McGraw icehorsesusa@hotmail.com		
Glitfaxa	Northeastern counties of the greater San Francisco Bay area	Gabriele Meyer gm@proryders.com		
Hestafolk	NW Washington NW/Canadian Border	Lisa MeKeen hestafolk@gmail.com		
Klettafjalla IHC	Rocky Mountains	Julia Anderson sacredliving@msn.com		
Kraftur	Northern CA	Bert Bates bert.bates@yahoo.com		
NEIHC	NE	Leslie Chambers lchambers17@comcast.net	June 23 Dressage Schooling Show Hudson, NY	Yes/yes
NWIHC	NW Ellensburg WA/eastern slope of the Cascades	Debby Dillard dbydill@gmail.com		
Saint Skutla IHC	Central and Western NY	Andrea Barber toltstar@yahoo.com		
Sirius Ohio Kentucky IHC	Ohio and Kentucky	Sherry Hoover 890hoover@gmail.com		
Toppur IHC	Iowa	Virginia Lauridsen virginia@ harmonyicelandics.com	June 9-10 Dressage Clinic IA	Yes/not yet

Leslie will coordinate with Sport Chair to insure Schooling Show guidelines are followed.

Policy #31: Regional Club Clinic or Schooling Show Support (2018)

Policy #31 has been budgeted \$3500 by the USIHC to support clinics or schooling shows held by USIHC regional clubs (\$250 per club). Funds will be distributed in \$250 increments, for the calendar year 2018 subject to the eligibility requirements below.

Eligibility:

1. The events must be open to the public to either participate, or audit.
2. The event details (including dates, clinic topic, clinic location and who to contact) must be submitted to both the Affiliated Club Committee Chair (regional_clubs@...) and the USIHC Secretary (calendar@...) for inclusion in the USIHC Calendar of Events no later than 1 month (30 days) before the event. (The regional club hosting the event must be in good standing with the USIHC at the time of event submission for inclusion on Event calendar.)
3. Each regional club will be eligible for one \$250 grant in 2018. (No more than one grant/club will be approved. Maximum is \$250.)
4. The regional club hosting the event must be in good standing with the USIHC at the time of the event.
5. New regional clubs formed after January 1, 2018, will be eligible for funding only if the budget allows and therefore are not guaranteed funding.
6. All participating horses must be Icelandic.
7. The event must be approved as successfully completed by the Affiliated Club Committee Chair.
8. Once the event has been approved as successfully completed payment will be issued to the Regional Club by the USIHC Treasurer.

Suggested (but not required):

Regional Club include a write up of the event in the Quarterly.

Breeding (Linda Templeton, chair)

- The Funding Application for Breed Evaluations has been sent to the organizers of the three 2018 evaluations. Two completed forms have been returned (NY & Iowa), the KY form is expected shortly. The three evaluations will each be eligible for 1/3 of the \$2,000 budgeted.
- The Breeding Seminar held at the end of March was a success. Seven members of the Breeding Committee were in attendance and were trained in the policies and protocol of a Breed Evaluation and on measuring and weighing. Many initiatives came forward in the group's discussions. The committee is working on prioritization of these at this point. Virginia Lauridsen wrote an article for the Quarterly, it will be in the upcoming edition.
- Coralie Denmeade reviewed the 'Breeders Packet' at the Breeding Seminar, it will go to committee for review and input.

Linda will provide Promotions with photos from the seminar for a FB post.

Education (Alex Dannenmann, chair)

Education committee (Chairman work):

- After some weeks of discussions with FEIF and the Tölt in Harmony group, I included the TiH instructor education in our US educational system. This is a possibility for certified trainers to become an TiH instructor. Our exceptional rule for the US is to have a requirement of only 1 certified TiH educator instead of the international requirement of 2 educators holding the instructor course. This exception makes it easier and more affordable for organizers to offer these courses. The first one will take place in June in Alaska (contact Janet Mulder for more information). These TiH instructor certification courses are recognized as continued education for trainers.
- All certified trainers listed in the US have been contacted and informed about the current rules for ongoing trainers education and the requirements to remain listed as trainer on the USIHC website. Some trainers already sent in their proof of participation in a pre-approved seminar. A list has been made for overview reasons.
- Knapamerki materials arrived from Iceland and have been sent to those committee members, who ordered a set.

It was clarified, and should be noted, that USIHC is not doing the Tölt in Harmony certification. This certification is in the hands of the Tölt in Harmony Group, and FEIF.

Leisure (Lori Cretney, chair)

No Report Received

Promotion (Emily Potts & Jess Haynsworth, co-chairs)

No Report Received for Promotions

Website (Emily Potts)

Problems with current website that I would like to resolve:

- we are not independent in the management of our site and cannot update much of our content
- website layout is confusing and not user friendly
- old technology, so at some point we will have to update to a new host and code, *it's just a matter of when*
- Not SEO/google search friendly
- even for things like the the sea to shining sea ride, we're going to have to have someone update or redo the code that Doug put together to make it useable for this next season (regardless if we switch over to a new site)

Pros of a new website:

- we are independent and have control over our information

- wordpress is intuitive, fairly easy to learn, and board members who use the site can have their own sign in (example, Lori could gather information and update all the Sea to Shining Sea, Kari could download membership lists, etc.)
- all changes to content are recorded by time, date, and who made the change and a back up is also stored
- we can streamline and make things like joining USIHC, registering horses, etc super easy for both the user and ourselves
- we could add new pages to become a central resource, revive the stallion page for example
- have a brand new emailing and newsletter system that is more reliable, still automated, and would have control over the emails going out
- SEO friendly and easy to find via google
- Track the analytics, take advantage of google AdWords and keywords
- Can track how many new members, losing members, membership trends
- Would save money by switching to a new host:
 - current package information \$181.40 for 12 months: <https://futurequest.net/Services/Packages/Pioneer.php>
 - proposed package \$220.00 for 36 months Plus plan: <https://www.bluehost.com/products/shared>
- If we do need to hire a someone to do development work after switched to a new site, over 30% of websites now are on WordPress, so there are many WordPress developers and they are generally more affordable.

We are not able to reuse the existing code, so a developer would have to recode and reconstruct everything for WordPress. Unfortunately, there is no way around this. If we were to leave the website as it is, and try to update and redesign, it would take twice as long therefore costing twice as much.

By redoing the website, we would not lose any of our database, historical information, content, or files (such as minutes). Our first priority would be to have the current site brought up to date (Quarterly topic list, Affiliated Club list contacts, trainer contacts, etc.), ability to access our database (for member list), etc. That way for the time that a new site is being built, our current site always remains up to date.

The [freelancer.com](https://www.freelancer.com) quotes I received hovered around \$3000-4000 however, they have not actually seen the coding and back end of the website. My instinct is that their quotes would go up once looking into that. I was not crazy about going that route, due to they are all international and while their quotes are lower, they are difficult to get in touch with, difficult talking over the phone, etc.

Justin's quote was for \$5500 that includes 100 hours of development and 10 hours of training for us, priced at \$50/hour.

I will follow up with an email that includes Justin's written quote as well as another US developer's quote who can complete it in a shorter amount of time so everyone can compare them.

The developer that reviewed our website and is local, Justin, has an estimated completion time of 6 months. Therefore, the BOD has requested options with shorter timelines. Emily is going to provide two domestic quotes with a 'not to exceed' component on both time and money to attempt to find a local person for her to work with, provide a faster solution, and provide a fixed financial risk.

It was voted that page content changes must be submitted to and approved by the board prior to posting, this does not include date updates or news items.

Quarterly (Nancy Marie Brown & Nikki Esdorn, co-chairs, Leslie Chambers liaison)

Quarterly Committee Report submitted by co-chair Nancy Brown April 12, 2018

The Quarterly Committee is putting the final editorial touches on the June 2018 issue, which goes to design on April 15. The e-Quarterly will be ready for release around May 15, with printed copies mailed around June 1. We will be printing 600 copies of this issue. Extras will be made available for promotional purposes; please contact quarterly@icelandics.org.

The deadline for the September 2018 issue is July 1. Board members and committee chairs, please let us know well before that date if you want us to save space in the September issue for any text, photos, or free advertisements for USIHC-sponsored events.

Sport - (Will Covert, chair)

The Sport Committee discussed the new F3 FiveGait test and how it should fit in the list of tests offered at Sanctioned shows. The committee feels it should be offered as an intermediate FiveGait and that F2 then be used as an Open Group test. The committee felt that this should be optional for the 2018 season and then added to the list of required tests at Sanctioned Shows along with being added to the National Ranking for the 2019 season.

Youth (Kevin Draeger, chair)

No Report Received

OLD BUSINESS

Proposal on Proposals [Jess Haynsworth]

This proposal is to be removed due to inactivity.

Annual Meeting 2019

_USIHC Annual Meeting 2019

Host Club: NEIHC

Options:

Hotel	Contact	Hotel Room Price	Meeting Room Price	Food Costs (Lunch/coffee) 30-50 people	Misc Cost	Total USIHC Cos
Hilton Boston (at Logan) One Hotel Dr Boston, MA 02128 617-568-6700 (catering)	ERIN BIENSTOCK	\$129	Free with food contract	Around \$75/person \$2250 - \$3750	Screen rental = \$300 * we do have a screen of our own	\$2250 to \$4050 (if we have 50 people and rent their screen)
Embassy Suites (Logan)	Danielle Iworsley	\$149 (King beds)	\$540	\$89/person \$2670- \$4450 (min \$4000)		\$3170 to \$4950 (min \$4000)
Homewood Suites by Hilton Boston Logan Airport Chelsea	Val Mitchell	\$139 (King or Double)	\$1000	\$50-60/person \$1650-\$3300	Screen Rental= \$140	\$2650 to \$4440 (if we have 50 people and rent their screen) Total \$3700 for 4 people

Meeting Date: Saturday, January 19, 2019

Reserve Hotel rooms (15?) for Friday, Jan 18 and Sat, Jan 19.

The USIHC is a 501 (C) 4 (social welfare) non-profit organization.

Try to keep budget around \$2500?

4/1/18 Brigit Huwyler/Leslie Chambers

The Chelsea location has been removed as a site option.

Policy 35 – Issue Handling Procedure

This Policy was voted in unanimously and will be added to our Policy Document.

1. The issue should be well defined in a single clear statement. This is to be done by the Board member to which the issue is first presented. This information will then be shared with the entire board. The initial receipt Board member will also immediately acknowledge the receipt of the "issue" and inform the sender of the handling procedure. (see Form letter*).
2. The Board will identify a Board member who will serve as point person and oversee the procedure and provide a timeline. This may require a call for an "executive session".
3. Identify all relevant individuals involved in the issue. These individuals should be asked to provide their written account of the issue that will be shared with all those involved (provide date due).
4. These documents will be reviewed by the USIHC BOD, which will then conclude an appropriate action (provide date due).
5. This action will be shared with individuals involved who will be given a chance to respond in writing (provide date due).
6. These responses will be reviewed and the USIHC BOD will decide whether to stand by their original conclusion or modify (provide date due).
7. All will be notified and the issue will be closed. Written notification shall be prepared and agreed upon by the BOD by a specified due date. Notifications will be made in the following order, first to individuals involved and second to general membership. If it is determined appropriate the written notification to the general membership should closely follow that given to the individual, within 24-48 hours.

*Form letter:

Dear (first name),

The USIHC thanks you for bringing this to our attention. The board will proceed in accordance with Policy 35.

- We will assign a Board member to oversee this procedure
- The issue will be defined in a single clear statement
- Identify all individuals directly involved in the issue.
- All individuals involved, will be asked to provide their account of the issue with the knowledge that these accounts will be shared with the board and all those involved. A deadline for this will be provide.
- The board will then read all accounts and conclude an appropriate action within a specified amount of time.
- The board action will be shared with all involved and all will be given a chance to respond in writing with the knowledge that these responses will be shared with all involved. A deadline will be provided.
- The board will review these responses and decide whether to stand by the original action or make modifications. A deadline will be provided.
- All will be notified of the board's final conclusion and the issue will be closed. Written notification shall be prepared and agreed upon by the BOD by a specified due date. Notifications will be made in the following order, first to individuals involved and second to general membership. If it is determined appropriate the written notification to the general membership should closely follow that given to the individual, within 24-48 hours.

We hope to conclude this matter in a timely and fair manner and appreciate your patience.

USIHC Board of Directors

Standard of Conduct and Ethics Code / Statement of Expectations

Policy # 36 Standard of Conduct (Ethics Code)

United States Icelandic Horse Congress

Mission:

- To promote the knowledge of the Icelandic Horse within the United States and its correct use as a competition and riding horse;
- To keep a Registry of purebred Icelandic Horses in the United States;
- To facilitate communication among all USIHC members, and;
- To represent the United States in FEIF.

Board of Directors Statement of Expectations

1. Fiduciary Duties and General Responsibilities

Each Director shall be familiar with the general principles and practices of Board governance. In particular, each Director acknowledges the duties of care, loyalty, and obedience.

The Duty of Care. The duty of care describes the level of competence expected of a director. State nonprofit corporate laws offer various definitions of this duty in suitable legalese, but they all come down to the importance of directors making good decisions with reasonable care. Directors need to recognize they should retain people to provide the necessary wisdom, skill, and expertise to enact the organization's program and mission. Directors also need to establish policies and procedures to avoid risks to the organizations' financial well-being.

The Duty of Loyalty. The duty of loyalty is the standard of faithfulness to the organization. When making decisions, a Director must put the organization first. This duty is the basis for conflict of interest policies that are designed to prevent board members from enriching themselves, their families, and their friends at the expense of the organization and from favoring one segment of the organization over another.

The Duty of Obedience. The duty of obedience requires Directors to be true to the organization's mission. Board members can exercise their own reasoned judgment in how the organization can best archive its mission. However, they cannot act in a manner that is inconsistent with that mission. This duty is based on the principle that the membership and the public at large must be able to act in confidence that what they are told about the organization is true. If there is a discrepancy between the Directors' understanding of the organization's mission and that of the membership and the public at large, the result is the loss of institutional integrity.

Each Director shall have read and understand the Mission Statement, Articles of Incorporation, Constitution, and Policies of the USIHC.

Each Director shall understand the organization's general financial condition.

Each Director shall serve on at least one Committee.

2. Attendance

Board and Committee meetings shall be conducted in a spirit of openness, honesty, and collegiality. Each Director is expected to attend at least 75% of all Board meetings and conference calls and an equal percentage of the meetings of each committee to which the Director is assigned. Each Director is responsible for following up with the President of the Board on the substance of any meeting missed.

Each Director is expected to attend the Annual USIHC Member's meeting.

Each Director is expected to be active on the Board and assigned Committee email discussion groups. Unless prior notice is given or extenuating circumstances exist, Board members shall make every attempt to check their Congress related email daily.

3. Advocacy

Directors shall act as advocates for the USIHC among its members. In addition, Directors shall be supportive in promoting the organization to prospective members and within the community in general. In this regard, each Director shall make every effort to attend the Annual Members Meeting and any other functions designated as significant by the President of the Board.

4. Confidentiality and Communications

The work and deliberations of the Board and Committees are confidential; except to the extent decisions are publicly disseminated through the Board's authorized process.

The President of the Board and other duly authorized persons **shall** be the only official spokespersons for the organization. Any Director contacted by the media or others in regard to any matter related to the organization or the Board shall not comment on that matter and shall refer all inquires to such spokespersons.

5. Conflicts of Interest

The Directors shall exercise the utmost good faith in all transactions touching upon their duties to the organization and its property. In their dealings with and on behalf of the organization, they are held to a strict rule of honest and fair dealing between themselves and the organization. They shall not use the positions as Directors, or knowledge gained therefrom, so that a conflict might arise between the organization's interest and that of any individual Director.

A conflict of interest arises in any situation in which a Director (and his or her immediate family or employee / employer) is involved in an activity that could adversely affect his or her judgment with respect to the business of the organization or otherwise diminish the interest of the organization. When such a conflict arises, the individual with the conflict is expected to disclose in writing the existence of the conflict.

Acknowledged as of _____.

(Director – Print Name)

(Director – Signature)

Failure to comply with this document can be grounds for discipline, up to removal from the Board of Directors.

The BOD agreed in principal to use the above document, no one brought up any issues or concerns.

Kevin is working on a rubric to reflect various levels of consequences for breeching the above expectations.

Once we have the completed rubric of consequences, the entire "package" will be brought to the Board for final approval.

Emily is working on a Vision Statement.

NEW BUSINESS

Proposed Policy Format –

The BOD will review the proposed format, adding any dates or pertinent information available. The Format will be voted on the next BOD call.

MEETING ADJOURNED AT 10:28 EST (LINDA TEMPLETON)

NEXT MEETING TUESDAY, MAY 8TH AT 8:00PM EST

USIHC General Membership Funds

<u>2/28/18</u>		<u>3/31/18</u>
\$ 4,593.75	Checking	\$ 13,859.92
\$ 106,386.87	Money Market	\$ 101,399.17
\$ 10,078.60	CDs	\$ 10,078.60
<hr/>		<hr/>
\$ 121,059.22	subtotal	\$ 125,337.69
\$ (5,414.27)	Youth Fund	\$ (5,462.82)
\$ (4,000.00)	Judge Scholarship Fund	\$ (4,000.00)
\$ (3,670.19)	World Champ. Team Fund	\$ (3,723.74)
<hr/>		<hr/>
\$ 107,974.76	USIHC Unrestricted Membership Funds	\$ 112,151.13
	Blood Profile Funding Refund	\$ (5,000.00)
	Net Decrease from 2/28/18	
	<hr/>	
	-\$823.63	
12/31/17 Balance	Net Decrease from 12/31/17	
<hr/>	<hr/>	
\$ 109,439.63	-\$2,288.50	

04/08/18

United States Icelandic Horse Congress Inc.
Balance Sheet Standard
 As of March 31, 2018

	Mar 31, '18
ASSETS	
Current Assets	
Checking/Savings	
Associated Checking acct.	13,859.92
Associated Money Market Acct.	101,399.17
Total Checking/Savings	115,259.09
Other Current Assets	
CD ownd by USIHC mature 10/7/19	2,000.00
CD ownd by USIHC mature 10/7/20	2,000.00
CDs for Judge Scholarship Fund	
CD-matures 10/5/18	3,078.60
CD-matures 4/13/20	3,000.00
Total CDs for Judge Scholarship ...	6,078.60
Total Other Current Assets	10,078.60
Total Current Assets	125,337.69
Other Assets	
Blood Profile Funding Refund	-5,000.00
Total Other Assets	-5,000.00
TOTAL ASSETS	120,337.69
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Unexpended Judge Schlishp. Fund	4,000.00
Unexpended World Champshp F...	3,723.74
Unexpended Youth Funds	5,462.82
Total Other Current Liabilities	13,186.56
Total Current Liabilities	13,186.56
Total Liabilities	13,186.56
Equity	
Opening Bal Equity	96,926.56
Retained Earnings	12,513.07
Net Income	-2,288.50
Total Equity	107,151.13
TOTAL LIABILITIES & EQUITY	120,337.69

United States Icelandic Horse Congress Inc.
Income & Expense Report
March 2018

Income		Expense	
Education-Riding Badge		Competition Comm. Expense	
Riding Badge Inc.	57.96	National Ranking Award Expense	41.73
Interest Income	12.30	FEIF Conference exp.	
		FEIF 2018 Conference exp.	-2,070.01
Membership Related Income		FEIF Conf. Airfare exp.	2,400.00
Farm Listing	216.81	Total FEIF Conference exp.	329.99
Membership Dues		Membership Related Expenses	
Family Memberships	695.29	Administration	
Individual Memberships	1,533.14	Mbshp. Postage	82.32
Youth Membership	67.36	Office/Supplies Exp.	3.49
Total Membership Dues	2,295.79	Total Administration	85.81
		Quarterly Expenses	
Quarterly Inc.		Postage for Quarterly	475.32
Quarterly Adv. Inc.	1,649.99	Quarterly Printing	2,420.16
Total Membership Related Income	4,162.59	Total Quarterly Expenses	2,895.48
		Toll Free line	12.95
Registry Income		WorldFengur Exp.	1,872.64
Duplicate Registration fees	50.00	Total Membership Related Expenses	4,866.88
Late Stallion Report fees	200.00	Promotional Exp.	
Registration fees	198.97	Ambassador award	85.00
Transfer fees	117.78	Promotion Material Printing exp	127.38
Total Registry Income	566.75	Promotional postage expenses	54.96
		Total Promotional Exp.	267.34
USIHC Non-Member fees	24.28	Registry Expenses	
Total Income	4,823.88	Reg. WorldFengur Sbscrptn exp.	141.57
		Total Expense	5,647.51

Net Income (Loss) : -823.63

United States Icelandic Horse Congress Inc.
Profit and Loss Standard
January through March 2018
Page 1

<u>Income</u>		<u>Expense</u>	
Education-Riding Badge		Breeding Committee Exp.	
Riding Badge Inc.	96.50	Breeding Comm. Equipment Exp.	79.32
Interest Income	52.65	Competition Comm. Expense	
		National Ranking Award Expense	629.73
		Competition Comm. Expense - Othe	287.86
		Total Competition Comm. Expense	917.59
		FEIF Conference exp.	
		FEIF 2018 Conference exp.	1,234.54
		FEIF Conf. Airfare exp.	2,400.00
		Total FEIF Conference exp.	3,634.54
Leisure Committee Income		Leisure Committee Expense	
S2SS income	8.00	Sea2ShiningSea expense	998.00
Membership Related Income		Membership Related Expenses	
Farm Listing	1,614.31	Administration	
Membership Dues		Mbshp. Postage	82.32
Family Memberships	3,353.02	Office/Supplies Exp.	3.49
Individual Memberships	6,652.57	Total Administration	85.81
Youth membership	134.72		
Total Membership Dues	10,140.31	Annual Meeting Exp.	
		2018 Denver Annual Mtg. exp.	2,307.32
		FEIF related expenses	
		FEIF Mbshp fees	2,635.14
Quarterly Inc.		Quarterly Expenses	
Quarterly Adv. Inc.	2,719.36	Graphics	1,000.00
Total Membership Related Income	14,473.98	Postage for Quarterly	475.32
		Quarterly Printing	2,420.16
Other Income	-0.30	Total Quarterly Expenses	3,895.48
		Toll Free line	38.85
		WorldFengur Exp.	1,872.64
		Total Membership Related Expenses	10,835.24



Board Conference Call Minutes

May 8 , 2018 8:00PM (Eastern)

BOARD MEMBERS:

PRESENT: Will Covert, Lori Cretney, Kari Pietsch-Wangard, Linda Templeton, Jess Haynsworth, Emily Potts, Kevin Draeger, Leslie Chambers

EXCUSED: Alex Dannenmann

OBSERVER: Sherry Hoover

MEETING CALLED TO ORDER 8:04 EST (WILL COVERT)

SECRETARY'S REPORT (LINDA TEMPLETON)

The USIHC lists 674 members in 492 households as of April 14, 2018.

I reviewed May membership numbers back through 2008, with the intent to graph it; however, there was so little movement or change, the data didn't warrant a graph. The USIHC consistently hovers in the following ranges for May membership numbers: Member range 658 +/-; Household range 467 +/-.

TREASURER'S REPORT (KARI PIETSCH-WANGARD)

The monthly financial statements now include a detailed breakdown of the cash owned by the Congress. The key figures from the breakdown are:

<u>Combined bank account balances as of 4/30/18:</u>	\$ 128,122.90
<u>Unrestricted funds as of 4/30/18:</u>	\$ 114,767.37
<u>Net Increase from 3/31/18:</u>	\$2,616.24
<u>Net Increase from 12/31/17:</u>	\$327.74

STANDING COMMITTEE REPORTS

Affiliated Clubs (Leslie Chambers, chair)

Affiliated Club Committee Report for May 8, 2018

Chair: Leslie Chambers

Members: N=31

Membership:

The ACC is discussing current and potential benefits of membership (USIHC). We tossed around the idea of offering a "lifetime" membership, but the group felt that a cost analysis would be necessary in order to continue this discussion.

Regional Club Clinics/Schooling Shows - Policy #31, 2018

The NWIHC will be requesting funding for the June 22-24 clinic with Caeli Cavanagh at Red Feather (Washington).

Toppur has will be requesting funding for their June 9/10 clinic with Carrie Brandt and Laura Benson at Harmony Icelandics (Iowa).

Policy 7 Revision

The ACC would like to submit the following revision (Revision approved by Barber, Oliver, McKeen, Templeton, Mulder and Chambers, there were no objections) to Policy #7 for Board approval:

7. Autonomy of Affiliated Clubs (2018 update - V4)

Affiliated Clubs shall be autonomous units except for such requirements as are contained in the Rules Governing Affiliated Clubs. Clubs must have a member on the Affiliated Club Committee. It is highly recommended that clubs with youth members have a representative on the Youth Committee in order to obtain information about various opportunities and activities for youth. It is further recommended that clubs have a representative on each committee that best reflect its' member's interests and priorities.

The above revision to Policy 7 was voted on and passed unanimously.

Breeding (Linda Templeton, chair)

- The Funding Applications for the three Breed Evaluations in 2018 have been received. It is expected that the KY show will have 9 full evals, 2 conformation evals, and between 6-12 YHA; IA expects 6-9 full evals, 2-4 conformation evals, and 2+ YHA; NY expects 12 full evals, 2 conformation evals, and 2 YHA.
- Coralie Denmeade reviewed the 'Breeders Packet' at the Breeding Seminar, it will go to committee for review and input.
- The KY Breed Evaluation will be supported by Lori Cretney and Sherry Hoover as scribes for the judges. Asta Covert will be handling data entry at the event.

Education (Alex Dannenmann, chair)

The 5th sport judge's seminar has been held last weekend in Trout Lake, Washington at Red Feather Icelandics.

15 people participated, 8 took the test. Lucy Nold qualified as US sport judge B.

Leisure (Lori Cretney, chair)

Nothing to Report

The Leisure Chair will offer a choice of two rides for the committee to choose from to initiate participation.

Promotion (Emily Potts & Jess Haynsworth, co-chairs)

Nothing to Report

Quarterly (Nancy Marie Brown & Nikki Esdorn, co-chairs, Leslie Chambers liaison)

[REDACTED]

The June 2018 issue of the Quarterly is currently at press. The e-Quarterly will be released to the webmaster around May 15, and printed copies will go in the mail on June 1. They should be received by all members by June 15. We will be printing 600 copies of this issue. Extras will be made available for promotional purposes; please contact quarterly@icelandics.org.

Issue Two 2018 features a report on the breeding seminar, tips on how to succeed in competition, profiles of a breeder and an artist, an introduction to Centered Riding, and more, as well as news from USIHC Affiliated Clubs, the USIHC Board of Directors, and our parent organization, FEIF.

The deadline for the September 2018 issue is July 1. Board members and committee chairs, please let us know well before that date if you want us to save space in the September issue for any text, photos, or free advertisements for USIHC-sponsored events.

Sport - (Will Covert, chair)

The first Sanctioned Show of 2018 was successfully completed and the next will take place in Kentucky at Lettleiki Icelandics on May 26th and 27th.

The Education Committee completed the 5th Sport Judge Seminar and exam at Red Feather Icelandics. Lucy Nold passed and is now a USIHC Sport Judge B.

Youth (Kevin Draeger, chair)

Spaeri Award Guidelines 2018

Overview:

Spaeri is the Icelandic name of the Icelandic endurance horse known as Remington, famous for his determination, passion and indomitable will. This award is intended to inspire and encourage these same qualities in our youth when spending time with Icelandic Horses.

The Spaeri Award will be given annually to a youth who clearly demonstrates commitment to and love for Icelandic horses through a well-researched and engaging article intended for publication in the Quarterly. The winner will receive a \$50 award and their article will be published in the Quarterly.

How to Qualify:

- A recipient must be a USIHC member under 18 years of age during the entire year the article is submitted.
- The recipient must submit a self-written article for publication in the Quarterly. Articles for submission should be sent to youth@icelandics.org and identified as a Youth Article submitted for the Spaeri Award.
- The article should focus on a topic from the below list of approved topics *or* should be approved by the Chair of the Youth Committee. To receive approval for a topic not listed, email the chair at youth@icelandics.org.
 - Approved Topics: pasture management, infectious disease prevention, principles of training, history of the Icelandic horse, nutrition and feeding for the Icelandic horse.
- **Submissions must be received by December 31 to be considered.**

Judging of Articles:

The submitted articles will receive a score from two different graders using the provided rubric. The youth author whose article receives the highest score will be the winner. The winner will be notified early in the following year and announced in the first issue of *The Icelandic Horse Quarterly* of the year.



United States Icelandic Horse Congress Spaeri Award – Rubric

	Criteria	Formative 80 – 599	Developing 60 – 69.9	Competent 70 – 79.9	Mature 80 – 89.9	Exemplary 90 – 100
Content 30%	Addresses the audience's needs and expectations; conveys the topic's relevance to the audience.	Lacks language that addresses the writer's needs and expectations and that conveys the topic's relevance to the audience.	Clear all the document structure addresses the audience's needs and expectations or convey the relevance of the topic to them.	Language generally addresses the audience's needs and expectations and the relevant details to the audience, and the details are given with greater specificity.	Addresses the audience's needs and expectations well; explains with specificity the relevance of the topic to them.	Speaks explicitly to the audience's needs and expectations; explains with specificity the relevance of the topic to them; and includes questions.
Content 40%	Uses multiple credible sources. Thoroughly presents important aspects of the topic.	Missing basic information audience must have significant points of inquiry or information missing; uses only one or two sources.	Minimally meets the topic's needs for the development for remaining points of inquiry or information; uses only one source or not at all the sources.	Chooses the main points of the topic; could better address other points; uses at least two credible sources.	Addresses all main points and some additional areas important to audience; uses multiple credible sources.	Provides all information required and additional information is relevant to the audience; uses many credible sources.
Organization 10%	Order and flow make it easy for audience's understanding. Logical topics are covered in paragraphs.	Paragraphs lack effective order or coherence; paragraphs unrelated.	Paragraphs mostly lack an effective order; paragraphs somewhat related.	Flow is logical and with most paragraphs and some paragraphs unrelated.	Paragraphs are effectively ordered; paragraphs are mainly coherent.	Paragraphs are optimally ordered for audience's understanding and flow of information; paragraphs are coherent.
Style 10%	Style is easy to read and readable. Employs correct grammar. Avoids flawed language that is awkward to the audience.	Lacks clarity; too much informal and various types of errors in grammar; wordy throughout; uses language that would break good will.	Some paragraphs are unclear and contain grammar errors; some language may break good will.	Paragraphs are generally clear and contain a few grammar errors; some good will with the audience is built.	Paragraphs are mostly clear and contain minimal grammar errors; strong good will is built.	The paragraphs are smoothly clear and contain no grammar errors; strong good will is built.
Delivery 10%	There are no spelling, punctuation and capitalization. Employ an effective document design suitable for publication in the quarterly. Appropriately cite sources.	Lacks basic proofreading; design makes finding information difficult; document design lacks professional characteristics; does not appropriately cite all sources.	Contains multiple proofreading errors; lacks a viable characteristic of professional document design; does not appropriately cite all sources.	Contains some proofreading errors; document design is mainly professional and usable; mostly cites sources appropriately.	Careful proofreading is evident, though some errors may be present; design is professional and usable overall; appropriately cites sources.	Very careful proofreading is evident; document design conveys professionalism and class; citations are appropriately incorporated.

The Spaeri Award Program (guidelines and rubric) were voted on by the board and passed unanimously.

OLD BUSINESS

Annual Meeting 2019

Annual Meeting Host:

The NEIHC has volunteered to host the 2019 USIHC Annual meeting, in Boston MA. We have more detailed info on the contract with The Hilton at Logan Airport. The USIHC only has to guarantee 80% (24 nights) of the 30 room nights we requested (15 rooms for Friday and Saturday nights Jan 18 and 19, 2019). If anyone books extra nights on either side of these nights, they can count. Room rate is \$129/night. The conference room is no charge and we must commit to a minimum of \$2500 in food (for coffee service all day and lunch, it will be about \$75/person, so we shouldn't have a problem meeting this minimum). The USIHC should submit a copy of our non-profit status, this shows we are tax-exempt, so we will not be charged any taxes on our final bill (this only applies to the conference room and food, hotel rooms will be the responsibility of the individual, not the Congress).

The BOD voted on holding the 2019 Annual meeting at the Hilton at Logan Airport, with the terms set forth in the latest contract, this vote passed unanimously.

Proposed Policy Format

The BOD decided that there should be a separate Archive section on the website for old / retired policies, vs displaying with current policies. It was also decided that we should keep our existing numbering system, and show all policy numbers, but to mark those that aren't in current use as 'inactive'. Leslie will begin to review old minutes and policies to create the archive.

Document attached to email.

Website

- Website update:

Emily has spoken over the phone and met in person with two web development companies out of Burlington, VT. Both specialize in membership sites and nonprofits. You can look at their sites and portfolios:

www.burlingtonbytes.com

www.eternitywebdev.com

Both companies will have detailed proposals and quotes in the next week or so. Those quotes will be forwarded upon receipt. Early estimate ranges are \$10,000 to \$25,000 with 3 month timeframes.

Standard of Conduct and Ethics Code / Statement of Expectations

Awaiting Rubric from Kevin, moved to next BOD Call

Policy # 36 Standard of Conduct (Ethics Code)

United States Icelandic Horse Congress

Mission:

- To promote the knowledge of the Icelandic Horse within the United States and its correct use as a competition and riding horse;
- To keep a Registry of purebred Icelandic Horses in the United States;
- To facilitate communication among all USIHC members, and;
- To represent the United States in FEIF.

Board of Directors Statement of Expectations

1. Fiduciary Duties and General Responsibilities

Each Director shall be familiar with the general principles and practices of Board governance. In particular, each Director acknowledges the duties of care, loyalty, and obedience.

The Duty of Care. The duty of care describes the level of competence expected of a director. State nonprofit corporate laws offer various definitions of this duty in suitable legalese, but they all come down to the importance of directors making good decisions with reasonable care. Directors need to recognize they should retain people to provide the necessary wisdom, skill, and expertise to enact the organization's program and mission. Directors also need to establish policies and procedures to avoid risks to the organizations' financial well-being.

The Duty of Loyalty. The duty of loyalty is the standard of faithfulness to the organization. When making decisions, a Director must put the organization first. This duty is the basis for conflict of interest policies that are designed to prevent board members from enriching themselves, their families, and their friends at the expense of the organization and from favoring one segment of the organization over another.

The Duty of Obedience. The duty of obedience requires Directors to be true to the organization's mission. Board members can exercise their own reasoned judgment in how the organization can best archive its mission. However, they cannot act in a manner that is inconsistent with that mission. This duty is based on the principle that the membership and the public at large must be able to act in confidence that what they are told about the organization is true. If there is a discrepancy between the Directors' understanding of the organization's mission and that of the membership and the public at large, the result is the loss of institutional integrity.

Each Director shall have read and understand the Mission Statement, Articles of Incorporation, Constitution, and Policies of the USIHC.

Each Director shall understand the organization's general financial condition.
Each Director shall serve on at least one Committee.

2. Attendance

Board and Committee meetings shall be conducted in a spirit of openness, honesty, and collegiality. Each Director is expected to attend at least 75% of all Board meetings and conference calls and an equal percentage of the meetings of each committee to which the Director is assigned. Each Director is responsible for following up with the President of the Board on the substance of any meeting missed.

Each Director is expected to attend the Annual USIHC Member's meeting. Each Director is expected to be active on the Board and assigned Committee email discussion groups. Unless prior notice is given or extenuating circumstances exist, Board members shall make every attempt to check their Congress related email daily.

3. Advocacy

Directors shall act as advocates for the USIHC among its members. In addition, Directors shall be supportive in promoting the organization to prospective members and within the community in general. In this regard, each Director shall make every effort to attend the Annual Members Meeting and any other functions designated as significant by the President of the Board.

4. Confidentiality and Communications

The work and deliberations of the Board and Committees are confidential; except to the extent decisions are publicly disseminated through the Board's authorized process.

The President of the Board and other duly authorized persons **shall** be the only official spokespersons for the organization. Any Director contacted by the media or others in regard to any matter related to the organization or the Board shall not comment on that matter and shall refer all inquires to such spokespersons.

5. Conflicts of Interest

The Directors shall exercise the utmost good faith in all transactions touching upon their duties to the organization and its property. In their dealings with and on behalf of the organization, they are held to a strict rule of honest and fair dealing between themselves and the organization. They shall not use the positions as Directors, or knowledge gained therefrom, so that a conflict might arise between the organization's interest and that of any individual Director.

A conflict of interest arises in any situation in which a Director (and his or her immediate family or employee / employer) is involved in an activity that could adversely affect his or her judgment with respect to the business of the organization or otherwise diminish the interest of the organization. When such a conflict arises, the individual with the conflict is expected to disclose in writing the existence of the conflict.

Acknowledged as of _____
(Director – Print Name)

(Director – Signature)

Failure to comply with this document can be grounds for discipline, up to removal from the Board of Directors.

NEW BUSINESS

Policy 31 Question

Do schooling show funding requests (Policy 31) need to be approved through the sport committee (as well as the ACC chair)?

It was decided that the ACC Chair only needs to insure that the club is using an 'appropriate judge' for a schooling show. An appropriate judge is a Level C or B (or higher) recognized by any FIEF country.

Policy 21 request from Klettafjalla Icelandic Horse Club

In March, Kristina Behringer reached out asking about reimbursement for expos as the KIHC was participating in the Rocky Mountain Horse Expo. I replied with Policy 21 guidelines and requested they send the date of the expo, how much they are requesting, if the funds were for a breed demo or a display stall, and a copy of the contract/receipt.

I did not hear back until April when Iris Heidberg sent the receipt hoping for \$140 reimbursement for a display stall. I have told her I would need to reach out to the board before giving approval.

Technically they did not meet the guidelines since the request was not more than 30 days in advance. However, in fairness, I don't believe we had sent out the guidelines yet.

So wanted to get your thoughts or if we need to vote, on if they can be approved or not. I don't want to discourage those who are going out and doing these expos. But I also want to make sure we are being fair to others.

The email chain is attached as a PDF. The timeline is:

- 3/6 Kristina Behringer sent an email inquiry to Will regarding possible reimbursement
 - 3/7 Will replied, cc'ing Emily and Jess
 - 3/8 Emily responded to Kristina with an updated Policy 21
 - 3/8 Kristina responded asking what needed to be submitted
 - 3/8 Emily replied asking for the date of the expo; \$ being requested; show details (breed show or display booth); and a copy of the contract / receipt
 - 4/7 Iris Heidberg (from Klettafjalla) submitted the receipt for the 3/9-11 Rocky Mt Expo with expenses as follows:
 - \$50 Vendor Booth
 - \$250 Stall Package
 - (\$20) credit for Non- Profit
- Total Expenditure \$280

The BOD reviewed the above request. Though the 30-day requirement was not met, the BOD felt that this was due in part to the timing of this policy's release. The BOD voted unanimously to approve the request for funds according to Policy 31.

The BOD Call was completed at 9:16PM EST.

The next BOD Call is June 14th at 8:00PM EST.

05/04/18

United States Icelandic Horse Congress Inc.
Balance Sheet Standard
 As of April 30, 2018

	Apr 30, 18
ASSETS	
Current Assets	
Checking/Savings	
Associated Checking acct.	16,630.61
Associated Money Market Acct.	101,410.84
Total Checking/Savings	118,041.65
Other Current Assets	
CD owned by USIHC mature 10/7/19	2,000.00
CD owned by USIHC mature 10/7/20	2,000.00
CDs for Judge Scholarship Fund	
CD-matures 10/5/18	3,081.25
CD-matures 4/13/20	3,000.00
Total CDs for Judge Scholarship ...	6,081.25
Total Other Current Assets	10,081.25
Total Current Assets	128,122.90
Other Assets	
Blood Profile Funding Refund	5,000.00
Total Other Assets	5,000.00
TOTAL ASSETS	123,122.90
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Unexpended Judge Scholshp. Fund	4,000.00
Unexpended World Champshp F...	3,727.65
Unexpended Youth Funds	5,627.68
Total Other Current Liabilities	13,355.53
Total Current Liabilities	13,355.53
Total Liabilities	13,355.53
Equity	
Opening Bal Equity	86,826.56
Retained Earnings	12,513.07
Net Income	327.74
Total Equity	109,787.37
TOTAL LIABILITIES & EQUITY	123,122.90

United States Icelandic Horse Congress Inc.
Income & Expense Report
 April 2018

Income		Expense	
		Breeding Committee Exp.	500.00
Competition Inc.		Competition Comm. Expense	
Sanction Competition fee	75.00	World Championship Expenses	
		WG 2017 Holland Exp.	10.31
Interest Income	27.21		
Membership Related Income		Leisure Committee Expense	
Farm Listing	218.02	Sea2ShiningSea expense	82.16
Membership Dues		Membership Related Expenses	
Family Memberships	634.57		
Individual Memberships	1,229.11		
Total Membership Dues	1,863.78		
Quarterly Inc.		Toll Free line	12.95
Quarterly Adv. Inc.	767.39	Total Membership Related Expenses	12.95
Total Membership Related Income	2,844.79		
Registry Income		Registry Expenses	
Late Stallion Report fees	100.00	Clerical for registry	215.00
Registration fees	140.25	Registry Postage	120.36
Transfer fees	291.08	Total Registry Expenses	341.36
Total Registry Income	542.33		
USIHC Non-Member fees	75.98		
Total Income	3,583.01	Total Expense	946.77

Net Income: 2,616.24

United States Icelandic Horse Congress Inc.
Income & Expense Report
January through April 2018

Page 1

<u>Income</u>		<u>Expense</u>	
		Breeding Committee Exp.	
		Breeding Comm. Equipment Exp.	79.32
		Breeding Committee Exp. - Other	<u>600.00</u>
		Total Breeding Committee Exp.	679.32
		Competition Comms. Expense	
Competition Inc.		National Ranking Award Expense	629.73
Sanction Competition fee	75.00	World Championship Expenses	
		WC 2017 Holland Exp.	10.21
Education-Riding Badge			
Riding Badge Inc.	96.50	Competition Comm. Expense - WR fee	<u>267.66</u>
		Total Competition Comms. Expense	927.50
		FEIF Conference exp.	
Interest Income	79.88	FEIF 2018 Conference exp.	1,334.54
		FEIF Cont. Airfare exp.	<u>2,400.00</u>
		Total FEIF Conference exp.	3,634.54
		Leisure Committee Expense	
Leisure Committee Income		Sea2ShiningSea expense	1,060.15
S2SS income	8.00		
		Membership Related Expenses	
Membership Related Income		Administration	
Farm Listing	1,027.90	Mbshp. Postage	62.02
		Office/Supplies Exp.	<u>3.49</u>
Membership Dues		Total Administration	65.51
Family Memberships	3,587.69	Annual Meeting Exp.	
Individual Memberships	7,881.68	2018 Denver Annual Mtg. exp.	2,307.32
Youth membership	<u>134.72</u>		
Total Membership Dues	12,004.09		
		FEIF related expenses	
		FEIF Mbshp fees	2,653.14
		Quarterly Expenses	
		Graphics	1,000.00
		Postage for Quarterly	475.32
		Quarterly Printing	<u>2,420.10</u>
Quarterly Inc.		Total Quarterly Expenses	3,895.42
Quarterly Adv. Inc.	<u>3,188.75</u>		
Total Membership Related Income	17,518.77	Toll Free line	51.80
		WorldFangur Exp.	<u>1,872.64</u>
		Total Membership Related Expenses	10,643.19
Total Other Income	-0.00		

United States Icelandic Horse Congress Inc.
Income & Expense Report
January through April 2018

Page 2

Income		Expense	
		Promotional Exp.	
		Ambassador award	263.00
		Promotion Material Printing exp	127.38
		Promotional Advertising	745.01
		Promotional postage expenses	54.86
		Promotional Exp. - Other	213.77
		Total Promotional Exp.	1,429.12
Registry Income		Registry Expenses	
Duplicate Registration fees	100.00	Clerical for registry	1,344.00
Late Stallion Report fees	336.80	Reg. WorldFengur Shacrptn exp.	141.57
Registration fees	1,422.81	Registry Office supplies	93.48
Transfer fees	513.72	Registry Postage	308.45
Total Registry Income	2,833.33	Total Registry Expenses	1,887.50
USIHC Non-Member fees	107.24	Youth Committee Exp.	
		Spaerl Award	150.00
		Youth Cup Exp.	
		2018 Youth Cup Exp.	316.81
Youth Committee Inc.		Total Youth Committee Exp.	466.81
Youth Cup Tryout Fees	600.00		
Total Income	21,208.40	Total Expense	20,880.66

Net Income: 327.74



Board Conference Call Minutes

June 14 , 2018 8:00PM (Eastern)

BOARD MEMBERS:

PRESENT: Lori Cretney, Kari Pietsch-Wangard, Linda Templeton, Alex Dannenmann, Emily Potts, Leslie Chambers, Will Covert, Jess Haynsworth

EXCUSED: Kevin Draeger

MEETING CALLED TO ORDER 8:03 EST (WILL COVERT)

SECRETARY'S REPORT (LINDA TEMPLETON)

The USIHC lists 671 members in 488 households as of June 7, 2018.

TREASURER'S REPORT (Kari Pietsch-Wangard)

The monthly financial statements now include a detailed breakdown of the cash owned by the Congress. The key figures from the breakdown are:

<u>Combined bank account balances as of 5/31/18:</u>	\$ 122,496.82
<u>Unrestricted funds as of 5/31/18:</u>	\$ 109,141.29
<u>Net Decrease from 4/30/18:</u>	-\$5,626.08
<u>Net Decrease from 12/31/17:</u>	-\$5,298.34

STANDING COMMITTEE REPORTS

Affiliated Clubs (Leslie Chambers, chair)

Affiliated Club Committee Report for June 14, 2018

Chair: Leslie Chambers

Members: N=31

Regional Club Clinics/Schooling Shows - Policy #31, 2018

The following regional clubs have met initial eligibility requirements for clinics under policy #31.

1. Alaska IHC
2. Cascade IHC
3. Flugnir IHC
4. NEIHC
5. NWIHC
6. Saint Skutla IHC
7. Toppur IHC

The following regional club(s) need to place their event on the USIHC calendar:

1. Kraftur - please get your event on the calendar 30 days prior to the event.

The following regional clubs have not yet announced a clinic or schooling show:

1. CIA
2. Frida IHC
3. Glitfaxes
4. Hestafolk
5. Klettafjalla IHC
6. Sirius

No new topics or further comments on membership have been made since the last board meeting.

Breeding (Linda Templeton, chair)

The KY Breed Evaluation was successfully completed and funds have been sent to Maggie Brandt. The event was supported by Lori Cretney and Sherry Hoover as scribes for the judges. This is their 'wrap up' document that has been shared with the breed committee.

General Information all participants should know before the event:

Read the rules at Feif.org regarding breed evaluations

Horse Riders and Handlers:

1. No hoof polish
2. Check your horse's mouth for any cuts or sores.
3. Practice standing your horse for the confirmation evaluation. Have someone help you make the horse look the best it can be during the confirmation evaluation.
4. Look at rules for the color of the hoof boots, weigh your boots, and measure the shoe width.
5. Have a "crew" that can help the rider know how many runs they have remaining.
6. Crew communication can be via wireless mics. See rule at FEIF.org
7. Track markers: Horses are shown to the judges between the blue, blue to yellow are transition areas. Stop before the red.
8. ASK at the pre-evaluation meeting about the judges' expectations for showing the gaits and gait transitions.
9. ASK the judges questions!!!

Show secretary:

1. Have both forms for the judges the linear evaluation (Linda I have that form saved at home and am not finding it at FEIF now.) and the "green boxes" evaluation forms, <https://www.feif.org/files/documents/Enskt%20dómblað.pdf>
2. Fill out all areas regarding horse identification before the show. It was not important to fill in the color.
3. Judges liked clipboards and especially liked these clipboards from staples:
https://www.staples.com/Staples-Clipboard-Storage-Box-Black-10-x-14-1-2-x-1-1-2/product_1671311
4. Supply pens
5. Create an announcer's list of horses and riders. The judges chose to announce the horses and riders and results themselves. Have an announcer if the judges do not want to announce.

Scribe:

The judges chose to complete the evaluation forms themselves.

1. Have all the same forms as the judges.
2. As the judges announce the scores and comments record the information on the scribe's set of evaluation forms. These could be kept in case of discrepancy.

This breed evaluation the judges chose to enter the scores themselves into Worldfengur.

Highlights of this evaluation:

The judges overlooked issues such as hoof polish and a rider leaving the track before the minimum number of laps was ridden. The rider did return and complete the laps. The judges talked to the riders after the first day of riding about what

areas they could improve the second day. They overlooked horses going outside the red markers. The judges educated the riders and as much as possible and they were willing to answer questions.

Thank you to Elsa Albertsdottier for her mini clinic on Thursday before lunch.

Education (Alex Dannenmann, chair)

Leisure (Lori Cretney, chair)

- The committee has agreed to the Pony Express and Butterfield Overland Mail routes. Participants will make a large circle around the United States twice for a total of 9,932 miles.
- Riders participating in the Sea 2 Shining Sea program will have their names put in a hat for a random drawing to determine the Rider of the Month. Each month a different name will be drawn. A write-up of the Rider of the Month will be posted on Facebook and will be featured in *The Icelandic Horse Quarterly*. A set of questions had been prepared and agreed upon by the committee to ask each participant.
- The committee has agreed to have the year put on the entry patch and not the mileage patch.
- Rules and prizes for the next season are currently being reviewed by the committee.
- The first to finish the entire 9,932 mile journey receives a saddlebag. If the first finisher is a team, up to six saddlebags will be given out. A big thank you to Karlslund Riding Equipment for their contribution and to Tolt Tack for generously organizing this donation.
- Communication – we would like to use current technology for participants to carry mail or send messages since these routes involve carrying the mail. For example, leaving a message for the next rider or participant that arrives at one of the stations. Is there a way to effectively do this?

Promotion (Emily Potts & Jess Haynsworth, co-chairs)

Four clubs have received Policy 21 funds for both breed demos and display stalls. \$590 of the \$750 budgeted has been used so far.

Klettafjalla - Colorado Horse Expo (\$140)

Sirius - Ohio Equine Affaire (\$150)

Toppur - Iowa Horse Fair (\$150)

Flugnir - Minnesota Horse Expo (\$150)

NEIHC has requested \$150 for Springfield, MA Equine Affaire in November and meets the required guidelines.

Quarterly (Nancy Marie Brown & Nikki Esdorn, co-chairs, Leslie Chambers liaison)

Quarterly Committee report

June 4, 2018

submitted by Nancy Brown

Issue Two 2018 is currently in the mail. This issue features a report on the breeding seminar, tips on how to succeed in competition, profiles of a breeder and an artist, an introduction to Centered Riding, and more, as well as news from USIHC Affiliated Clubs, the USIHC Board of Directors, and our parent organization, FEIF.

The Quarterly Committee is now hard at work on the September 2018 issue. The deadline for that issue is July 1. Board members and committee chairs, please let us know ASAP if you want us to save space for any text, photos, or advertisements for that issue. (Remember that ads for USIHC-sanctioned events are free.) We will be printing 600 copies of this issue. Extras will be made available for promotional purposes; contact quarterly@icelandics.org.

Sport - (Will Covert, chair)

Youth (Kevin Draeger, chair)

The Youth Committee would like to request \$500 for each participant attending the FEIF Youth Cup this summer in order to help them with their costs. With 4 participants, that's a total of \$2000 requested from the youth fund.

The request to use \$500 from the youth fund, for each participant attending the FEIF Youth Cup was approved unanimously.

OLD BUSINESS

Proposed Policy Format

The BOD appreciates Leslie Chamber's efforts in gathering policies for archival purposes, she expects to have this project completed by year end.

Website

Emily has presented two quotes for our consideration. There has been email discussion and questions asked and answered. Further discussion is needed to make the best decision for our future website. Please review the proposals prior to the call.

Will Covert moved to accept the bid from Eternity, it was seconded and passed unanimously, with the request that Emily attempt to get an additional Logo Style (from 2 to 3) and/or try to get a reduction from the quoted \$2000 price. Emily worked with Eternity and secured an additional logo and a reduction of \$500.

The fees associated with this exciting new project are as follows:

Website Planning, Design & Development	\$12,000
Logo Design – for 3 Logo Styles	\$ 1,500
Hosting & Support Costs	\$ 800 per year
SSL	\$ 250 per year
Membership Management System	\$ 160/mo (up to 2,000 contacts)
	(Option of 1 yr prepay \$144/mo, or 2yr prepay \$136/mo)

Standard of Conduct and Ethics Code / Statement of Expectations

Awaiting Rubric from Kevin, moved to next BOD Call

Policy # 36 Standard of Conduct (Ethics Code)

United States Icelandic Horse Congress

Mission:

- To promote the knowledge of the Icelandic Horse within the United States and its correct use as a competition and riding horse;
- To keep a Registry of purebred Icelandic Horses in the United States;
- To facilitate communication among all USIHC members, and;
- To represent the United States in FEIF.

Board of Directors Statement of Expectations

1. Fiduciary Duties and General Responsibilities

Each Director shall be familiar with the general principles and practices of Board governance. In particular, each Director acknowledges the duties of care, loyalty, and obedience.

The Duty of Care. The duty of care describes the level of competence expected of a director. State nonprofit corporate laws offer various definitions of this duty in suitable legalese, but they all come down to the importance of directors making good decisions with reasonable care. Directors need to recognize they should retain people to provide the necessary wisdom, skill, and expertise to enact the organization's program and mission. Directors also need to establish policies and procedures to avoid risks to the organizations' financial well-being.

The Duty of Loyalty. The duty of loyalty is the standard of faithfulness to the organization. When making decisions, a Director must put the organization first. This duty is the basis for conflict of interest policies that are designed to prevent board members from enriching themselves, their families, and their friends at the expense of the organization and from favoring one segment of the organization over another.

The Duty of Obedience. The duty of obedience requires Directors to be true to the organization's mission. Board members can exercise their own reasoned judgment in how the organization can best archive its mission. However, they cannot act in a manner that is inconsistent with that mission. This duty is based on the principle that the membership and the public at large must be able to act in confidence that what they are told about the organization is true. If there is a discrepancy between the Directors' understanding of the organization's mission and that of the membership and the public at large, the result is the loss of institutional integrity.

Each Director shall have read and understand the Mission Statement, Articles of Incorporation, Constitution, and Policies of the USIHC.

Each Director shall understand the organization's general financial condition.

Each Director shall serve on at least one Committee.

2. Attendance

Board and Committee meetings shall be conducted in a spirit of openness, honesty, and collegiality. Each Director is expected to attend at least 75% of all Board meetings and conference calls and an equal percentage of the meetings of each committee to which the Director is assigned. Each Director

is responsible for following up with the President of the Board on the substance of any meeting missed.

Each Director is expected to attend the Annual USIHC Member's meeting.

Each Director is expected to be active on the Board and assigned Committee email discussion groups. Unless prior notice is given or extenuating circumstances exist, Board members shall make every attempt to check their Congress related email daily.

3. Advocacy

Directors shall act as advocates for the USIHC among its members. In addition, Directors shall be supportive in promoting the organization to prospective members and within the community in general. In this regard, each Director shall make every effort to attend the Annual Members Meeting and any other functions designated as significant by the President of the Board.

4. Confidentiality and Communications

The work and deliberations of the Board and Committees are confidential; except to the extent decisions are publicly disseminated through the Board's authorized process.

The President of the Board and other duly authorized persons **shall** be the only official spokespersons for the organization. Any Director contacted by the media or others in regard to any matter related to the organization or the Board shall not comment on that matter and shall refer all inquires to such spokespersons.

5. Conflicts of Interest

The Directors shall exercise the utmost good faith in all transactions touching upon their duties to the organization and its property. In their dealings with and on behalf of the organization, they are held to a strict rule of honest and fair dealing between themselves and the organization. They shall not use the positions as Directors, or knowledge gained therefrom, so that a conflict might arise between the organization's interest and that of any individual Director.

A conflict of interest arises in any situation in which a Director (and his or her immediate family or employee / employer) is involved in an activity that could adversely affect his or her judgment with respect to the business of the organization or otherwise diminish the interest of the organization. When such a conflict arises, the individual with the conflict is expected to disclose in writing the existence of the conflict.

Acknowledged as of _____
(Director – Print Name)

(Director – Signature)

Failure to comply with this document can be grounds for discipline, up to removal from the Board of Directors.

NEW BUSINESS

ANNUAL MEETING:

Leslie Chambers has requested a discussion regarding speaker fees for the annual meeting.

The BOD discussed that our typical practice is to allow \$150 stipend to speakers at the annual meeting. This stipend covers fees, travel, and meals.

BREEDING:

Linda Templeton is requesting funding for proper measurement tool for breed evaluation kit. A new caliper has been developed and is being produced in Iceland to measure chest, croup, depth of chest. The tool in the kit is off by 5cm per Marlise Grimm. The calipers (without shipping) are just under \$500.

This purchase was approved unanimously by the BOD.

Maggie Brandt mailed the old kit to Martina Gates for the next eval, I suspect she will ask for shipping reimbursement. The judge will carry the kit to Iowa, then there may be another shipping fee unless the kit resides in Iowa until used again.

MEETING ADJOURNED AT 9:23 EST (Will Covert)

NEXT MEETING TUESDAY, AUGUST 15TH AT 8:00PM EST

(July will be skipped as many BODs are at Landsmot)

USIHC General Membership Funds

4/30/18		5/31/18
\$ 16,630.81	Checking	\$ 10,992.67
\$ 101,410.84	Money Market	\$ 101,422.90
\$ 10,081.25	CDs	\$ 10,081.25
\$ 128,122.90	subtotal	\$ 122,496.82
\$ (5,627.68)	Youth Fund	\$ (5,627.68)
\$ (4,000.00)	Judge Scholarship Fund	\$ (4,000.00)
\$ (3,727.85)	World Champ. Team Fund	\$ (3,727.85)
\$ 114,767.37	USIHC Unrestricted Membership Funds	\$ 109,141.29
	Blood Profile Funding Refund	\$ (5,000.00)
	Net Decrease from 4/30/18	
	-\$5,626.08	
12/31/17 Balance	Net Decrease from 12/31/17	
\$ 109,439.63	-\$5,298.34	

United States Icelandic Horse Congress Inc.
Income & Expense Report
January through May 2018
Page 1

Income		Expense	
Competition Inc.		Breeding Committee Exp.	
Sanction Competition fee	75.00	Breeding Comm. Equipment Exp.	79.32
		Breeding Committee Exp. - Other	500.00
		Total Breeding Committee Exp.	579.32
Education-Riding Badge		Competition Comm. Expense	
Riding Badge Inc.	96.50	National Ranking Award Expense	629.73
		World Championship Expenses	
		WC 2017 Holland Exp.	10.31
Interest Income	91.92		
		Competition Comm. Expense - World Ranking	287.86
		Total Competition Comm. Expense	927.90
		FEIF Conference exp.	
		FEIF 2018 Conference exp.	1,234.54
		FEIF Conf. Airfare exp.	2,400.00
		Total FEIF Conference exp.	3,634.54
Leisure Committee Income		Leisure Committee Expense	
S2SS income	8.00	Sea2ShiningSea expense	1,080.15
Membership Related Income		Membership Related Expenses	
Farm Listing	1,934.74	Administration	
		Mbshp. Postage	82.32
		Office/Supplies Exp.	3.49
		Total Administration	85.81
Membership Dues		Annual Meeting Exp.	
Family Memberships	4,115.50	2019 Boston Annual Meeting exp.	2,000.00
Individual Memberships	8,754.31	2018 Denver Annual Mtg. exp.	2,307.32
Youth membership	134.72	Total Annual Meeting Exp.	4,307.32
Total Membership Dues	13,004.53	FEIF related expenses	
		FEIF Mbshp fees	2,635.14
Quarterly Inc.		Quarterly Expenses	
Quarterly Adv. Inc.	3,486.75	Graphics	2,000.00
Total Membership Related Income	18,426.02	Postage for Quarterly	957.69
		Quarterly Printing	4,830.83
		Total Quarterly Expenses	7,788.52
Other Income	-0.30	Toll Free line	64.75
		WorldFengur Exp.	1,872.64
		Total Membership Related Expenses	16,754.18

**United States Icelandic Horse Congress Inc.
Income & Expense Report
January through May 2018
Page 2**

Income		Expense	
		Promotional Exp.	
		Ambassador award	285.00
		Promotion Material Printing exp	254.25
		Promotional Advertising	745.01
		Promotional postage expenses	79.24
		RC Co-op promo exp.	590.00
		Promotional Exp. - Other	213.77
		Total Promotional Exp.	2,167.27
Registry Income		Registry Expenses	
Duplicate Registration fees	100.00	Clerical for registry	1,584.00
Late Stallion Report fees	396.80	Reg. WorldFengur Sbscrptn exp.	141.57
Registration fees	1,594.72	Registry Office supplies	93.48
Transfer fees	943.72	Registry Postage	368.61
Total Registry Income	3,035.24	Total Registry Expenses	2,187.66
		Youth Committee Exp.	
USIHC Non-Member fees	197.24	Spaeri Award	150.00
		Youth Cup Exp.	
Youth Committee Inc.		2018 Youth Cup Exp.	346.94
Youth Cup Tryout Fees	600.00	Total Youth Committee Exp.	496.94
Total Income	22,529.62	Total Expense	27,827.96

Net Income (Loss) : -5,298.34

**United States Icelandic Horse Congress Inc.
Income & Expense Report
May 2018**

Income		Expense	
Interest Income	12.06		
Membership Related Income		Membership Related Expenses	
Farm Listing	106.81	Annual Meeting Exp.	
		2019 Boston Annual Meeting exp.	2,000.00
Membership Dues		Quarterly Expenses	
Family Memberships	127.81	Graphics	1,000.00
Individual Memberships	872.63	Postage for Quarterly	482.37
Total Membership Dues	1,000.44	Quarterly Printing	2,410.67
Total Membership Related Income	1,107.25	Total Quarterly Expenses	3,893.04
		Toll Free line	12.95
		Total Membership Related Expenses	5,905.99
		Promotional Exp.	
		Promotion Material Printing exp	126.87
		Promotional postage expenses	24.28
		RC Co-op promo exp.	590.00
		Total Promotional Exp.	741.15
Registry Income		Registry Expenses	
Registration fees	171.91	Clerical for registry	240.00
Transfer fees	30.00	Registry Postage	60.16
Total Registry Income	201.91	Total Registry Expenses	300.16
Total Income	1,321.22	Total Expense	6,947.30

Net Income (Loss) : -5,626.08



Board Conference Call Minutes

August 14, 2018 8:00PM (Eastern)

BOARD MEMBERS:

PRESENT: Lori Cretney, Kari Pietsch-Wangard, Alex Dannenmann, Emily Potts, Leslie Chambers, Will Covert, Jess Haynsworth, Kevin Draeger

EXCUSED: Linda Templeton

OBSERVOR: Liz Appel

MEETING CALLED TO ORDER 8:04 EST (WILL COVERT)

SECRETARY'S REPORT (LINDA TEMPLETON)

The USIHC lists 673 members in 497 households as of August 10, 2018.

TREASURER'S REPORT (KARI PIETSCH-WANGARD)

The monthly financial statements now include a detailed breakdown of the cash owned by the Congress. The key figures from the breakdown are:

<u>Combined bank account balances as of 7/31/18:</u>	\$ 113,902.41
<u>Unrestricted funds as of 7/31/18:</u>	\$ 102,046.88
<u>Net Decrease from 5/31/18:</u>	-\$7,094.41
<u>Net Decrease from 12/31/17:</u>	-\$12,392.75

STANDING COMMITTEE REPORTS

Affiliated Clubs (Leslie Chambers, chair)

Affiliated Club Committee Report for August 14, 2018

Chair: Leslie Chambers

Members: N=32

Regional Club Clinics/Schooling Shows - Policy #31, 2018

The following regional clubs have received their Policy #31 funds for 2018:

1. Alaska IHA
2. Cascade IHC
3. Flugnir IHC
4. NEIHC
5. NWIHC
6. Toppur IHC

The following regional club(s) event is pending:

1. Saint Skutla IHC (event is August 11/12, 2018)
2. Klettafjalla IHC (event is Sept 21-23, 2018)

The following regional clubs have not yet announced a clinic or schooling show (remember you must notify ACC Chair and the USIHC calendar 30 days prior to the event to be eligible):

1. CIA
2. Frida IHC
3. Glitfafa
4. Hestafolk
5. Kraftur
6. Sirius

Affiliated Club Renewals due August 31, 2018

Renewal forms (a word document and an excel sheet) were sent to each club representative on July 31. Clubs have until 8/31/18 to submit these renewal documents.

The following clubs have completed the renewal process for this year:

1. CIA
2. Gaedingar
3. Glitfafa
4. Hestafolk
5. NEIHC
6. Saint Skutla IHC

The following clubs need to submit their documents, before the end of the day 8/31/18:

1. Alaska IHA (Please submit your member list on the excel sheet provided)
2. Cascade IHC
3. Flugnir IHC
4. Frida IRC
5. Klettafjalla IHC (It's in the mail)
6. Kraftur
7. NWIHC
8. Sirius Ohio Kentucky IHC
9. Toppur IHC

No new topics have been introduced since the last board meeting.

Leslie will need an excel sheet showing all USIHC members by the end of August. This information will be combined with the affiliated club member lists in order to calculate an accurate census number for FEIF.

Breeding (Linda Templeton, chair)

NY Evaluation organizer expects 7 horses for full Evaluation and 3 for conformation.

The track at Cobbleskill has been prepared and Disa will check it next week.

There is a good turnout of spectators expected from the NEIHC.

They are trying to raise \$5000 to offset costs of the Evaluation and have ½ raised.
Iowa host expects 10 horses for full Evaluation.

The track is still being built, but is expected to be complete.

Concern for an announcer was raised and the Judges will be approached.

Committee work has nothing new to report.

Education (Alex Dannenmann, chair)

- We are in the final stages of the proposal for the Instructor education. More is soon to come.
- Sending out certificates for riding badges
- Sending all certified trainers in the US reminder to keep their license current, helping with all kinds of questions.

Leisure (Lori Cretney, chair)

Ordered totes for the finishers from the first season.

Also ordered water bottles for the Rider's of the Month from the first season.

Promotion (Emily Potts & Jess Haynsworth, co-chairs)

Quarterly (Nancy Marie Brown & Nikki Esdorn, co-chairs, Leslie Chambers liaison)

Quarterly Committee report
August 7, 2018
submitted by Nancy Brown

Issue Three 2018 is currently at press. This issue reports on a successful breeding evaluation, explores the topic of self-carriage, explains five-gait competitions, interviews trainer Caeli Cavanagh, introduces the new Sea2Shining Sea virtual ride, and more, as well as sharing news from USIHC Affiliated Clubs, the USIHC Board of Directors, and our parent organization, FEIF.

The Quarterly Committee is now beginning work on the December 2018 issue. The deadline for that issue is October 1. Board members and committee chairs, please let us know ASAP if you want us to save space for any text, photos, or advertisements for that issue. (Remember that ads for USIHC-sanctioned events are free.) We will be printing 600 copies of this issue. Extras will be made available for promotional purposes; contact quarterly@icelandics.org.

Sport - (Will Covert, chair)

Nothing to Report

Youth (Kevin Draeger, chair)

OLD BUSINESS

Website

Emily reported that they are currently working on the new logo options and will have something to share soon. Emily also requested that committee chairs review their web pages and report any changes needed before our next board call.

Standard of Conduct and Ethics Code / Statement of Expectations

Policy # 36 Standard of Conduct (Ethics Code) United States Icelandic Horse Congress Board of Directors Statement of Expectations

1. Fiduciary Duties and General Responsibilities

Each Director shall be familiar with the general principles and practices of Board governance. In particular, each Director acknowledges the duties of care, loyalty, and obedience.

The Duty of Care. The duty of care describes the level of competence expected of a director. State nonprofit corporate laws offer various definitions of this duty in suitable legalese, but they all come down to the importance of directors making good decisions with reasonable care. Directors need to recognize they should retain people to provide the necessary wisdom, skill, and expertise to enact the organization's program and mission. Directors also need to establish policies and procedures to avoid risks to the organizations' financial well-being.

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Each Director shall understand the organization's general financial condition.
Each Director shall serve on at least one Committee

2. Attendance

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A conflict of interest arises in any situation in which a Director (and his or her immediate family or employer) is involved in an activity that could adversely affect his or her judgment with respect to the business of the organization or otherwise diminish the interest of the organization. When such a conflict arises, the individual with the conflict is expected to disclose in writing the existence of the conflict.

Acknowledged as of _____.

(Director – Print Name)

ITEM	Expense	Participants	Income	BUDGET AMOUNT PROVIDED BY
		14	\$5,600.00	L. Templeton
THORGIER	\$3,200.00			A. Dannenmann
ALEX FEES	\$600.00			A. Dannenmann
FACILITY FEES	\$400.00			L. Templeton
THORGIER AIR	\$395.00			A. Dannenmann
ALEX AIR	\$400.00			A. Dannenmann
FOOD	\$450.00			L. Templeton
CAR	provided			L. Templeton
ROOM	provided			L. Templeton
	\$5,445.00			

(Director – Signature)

Kevin will share the rubric he is working on with the board email list

NEW BUSINESS

Sport Seminar Budget

The original budget was:

Actual Expenses and Income were:

ITEM	PROJECTED	ACTUALS	DIFFERENCE	NOTES
THORGIER FEE	\$3,200.00	\$3,738.91	\$(538.91)	
ALEX FEES	\$600.00	\$400.00	\$200.00	ALEX 2 DAYS VS 4
FACILITY FEES	\$400.00	\$400.00	\$-	
THORGIER AIR	\$395.00	\$421.95	\$(26.95)	
ALEX AIR	\$400.00	\$784.60	\$(384.60)	CHANGE OF FLIGHT
FOOD	\$450.00	\$451.59	\$(1.59)	
CAR	\$-	\$83.12	\$(83.12)	ALEX RENTAL CAR

ROOM	\$-	\$-	\$-	
FUEL	\$-	\$25.45	\$(25.45)	ALEX RENTAL CAR
DOMESTIC FLIGHT	\$-	\$59.56	\$(59.56)	THORGIER FROM LA TO PDX
TRAIN	\$-	\$29.59	\$(29.59)	THORGIER FROM HOME TO AIRPORT
COPIES	\$-	\$44.80	\$(44.80)	FOR TESTS / SCORE SHEETS
RIDER FOR LIVE JUDGING	\$-	\$450.00	\$(450.00)	AIRFARE FOR RIDER, RED FEATHER PAID FOR UBER (\$130) AND \$200 FOR TIME
EXPENSES	\$5,445.00	\$6,889.57	\$(1,444.57)	
INCOME	\$5,600.00	\$6,000.00	\$(400.00)	
		\$(889.57)		

After discussing the reimbursement request and learning that the Education chair had not been notified of nor approved the expense in advance Kari made a motion to deny the request for reimbursement for expenses related to the rider for live judging, it was seconded by Alex. Leslie, Emily, Kevin, Will, Kari and Alex were in favor. Lori opposed and Jess had left the call.

MEETING ADJOURNED AT 8:47 EST (Will Covert)

NEXT MEETING TUESDAY, SEPTEMBER 11TH AT 8:00PM EST

USIHC General Membership Funds

<u>5/31/18</u>		<u>7/31/18</u>
\$ 10,992.67	Checking	\$ 2,371.84
\$ 101,422.90	Money Market	\$ 101,446.63
\$ 10,081.25	CDs	\$ 10,083.94
\$ 122,496.82	subtotal	\$ 113,902.41
\$ (5,627.68)	Youth Fund	\$ (4,127.68)
\$ (4,000.00)	Judge Scholarship Fund	\$ (4,000.00)
\$ (3,727.85)	World Champ. Team Fund	\$ (3,727.85)
\$ 109,141.29	USIHC Unrestricted Membership Funds	\$ 102,046.88
	Blood Profile Funding Refund	\$ (5,000.00)
	Net Decrease from 5/31/18	
		-\$7,094.41
<u>12/31/17 Balance</u>	<u>Net Decrease from 12/31/17</u>	
\$ 109,439.63		-\$12,392.75

08/10/18

United States Icelandic Horse Congress Inc.
Balance Sheet Standard
As of July 31, 2018

	Jul 31, '18
ASSETS	
Current Assets	
Checking/Savings	
Associated Checking acct.	2,371.84
Associated Money Market Acct.	101,446.63
Total Checking/Savings	103,818.47
Other Current Assets	
CD ownd by USIHC mature 10/7/19	2,000.00
CD ownd by USIHC mature 10/7/20	2,000.00
CDs for Judge Scholarship Fund	
CD-matures 10/5/18	3,083.94
CD-matures 4/13/20	3,000.00
Total CDs for Judge Scholarship ...	6,083.94
Total Other Current Assets	10,083.94
Total Current Assets	113,902.41
Other Assets	
Blood Profile Funding Refund	-5,000.00
Total Other Assets	-5,000.00
TOTAL ASSETS	108,902.41
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Unexpended Judge Schlshp. Fund	4,000.00
Unexpended World Champshp F...	3,727.85
Unexpended Youth Funds	4,127.68
Total Other Current Liabilities	11,855.53
Total Current Liabilities	11,855.53
Total Liabilities	11,855.53
Equity	
Opening Bal Equity	96,926.56
Retained Earnings	12,513.07
Net Income	-12,392.75
Total Equity	97,046.88
TOTAL LIABILITIES & EQUITY	108,902.41

**United States Icelandic Horse Congress Inc.
Income & Expense report
June through July 2018**

Income		Expense	
Breeding Committee Income		Breeding Committee Exp.	
Evaluation-FEIF fees	125.00	Breeding Comm. Equipment Exp.	577.89
Competition Inc.			
Sanction Competition fee	150.00		
Education-Riding Badge		Education Seminar exp.	
Riding Badge Inc.	38.54	Judging Seminar exp.	
		2018 Sport Judge Seminar	439.57
Interest Income	39.42	Funding Programs	
Leisure Committee Income		Flagship Funding exp.	
S2SS income	18.00	Flagship Event - Evaluation	660.00
Membership Related Income		Leisure Committee Expense	
Farm Listing	106.81	S2SS 2018/19 program expenses	185.00
Membership Dues		Sea2ShiningSea 17/18 expense	58.96
Family Memberships	502.18	Total Leisure Committee Expense	243.96
Individual Memberships	1,699.59		
Youth membership	168.40	Membership Related Expenses	
Total Membership Dues	2,370.17	Administration	
		Mbshp. Postage	10.00
Quarterly Inc.		Toll Free line	25.90
Quarterly Adv. Inc.	899.49	Website	6,766.95
Quarterly back issue sales	20.00	Total Membership Related Expenses	6,802.85
Total Quarterly Inc.	919.49		
Total Membership Related Income	3,396.47	Regional Club Clinic exp	1,500.00
Registry Income		Registry Expenses	
Registration fees	412.23	Clerical for registry	33.00
Transfer fees	369.82		
Total Registry Income	782.05	Youth Committee Exp.	
		FEIF Youth Cup Exp.	
		2018 FEIF Youth Cup Exp.	1,386.62
Total Income	4,549.48	Total Expense	11,643.89

Net Income (Loss) : -7,094.41

United States Icelandic Horse Congress Inc.
Income & Expense Report
January through July 2018
Page 1

<u>Income</u>		<u>Expense</u>	
Breeding Committee Income		Breeding Committee Exp.	
Evaluation-FEIF fees	125.00	Breeding Comm. Equipment Exp.	657.21
		Breeding Committee Exp. - Other	500.00
		Total Breeding Committee Exp.	<u>1,157.21</u>
Competition Inc.		Competition Comm. Expense	
Sanction Competition fee	225.00	National Ranking Award Expense	629.73
		World Championship Expenses	
		WC 2017 Holland Exp.	10.31
		2017 FEIF WR Fee	287.86
		Total Competition Comm. Expense	<u>927.90</u>
Education-Riding Badge		Education Seminar exp.	
Riding Badge Inc.	135.04	Judging Seminar exp.	
		2018 Sport Judge Seminar	439.57
Interest Income	131.34	FEIF Conference exp.	
		FEIF 2018 Conference exp.	1,234.54
		FEIF Conf. Airfare exp.	2,400.00
		Total FEIF Conference exp.	<u>3,634.54</u>
		Funding Programs	
		Flagship Funding exp.	
		Flagship Event - Evaluation	660.00
Leisure Committee Income		Leisure Committee Expense	
S2SS income	26.00	S2SS 2018/19 program expenses	185.00
		Sea2ShiningSea 17/18 expense	1,139.11
		Total Leisure Committee Expense	<u>1,324.11</u>
Membership Related Income		Membership Related Expenses	
Farm Listing	2,041.55	Administration	
		Mbshp. Postage	92.32
		Office/Supplies Exp.	3.49
		Total Administration	<u>95.81</u>
Membership Dues		Annual Meeting Exp.	
Family Memberships	4,617.68	2019 Boston Annual Meeting exp.	2,000.00
Individual Memberships	10,453.90	2018 Denver Annual Mtg. exp.	2,307.32
Youth membership	303.12	Total Annual Meeting Exp.	<u>4,307.32</u>
Total Membership Dues	<u>15,374.70</u>		
		FEIF related expenses	
		FEIF Mbshp fees	2,635.14

United States Icelandic Horse Congress Inc.
Income & Expense Report
January through July 2018
Page 2

Income		Expense	
Quarterly Inc.		Quarterly Expenses	
Quarterly Adv. Inc.	4,386.24	Graphics	2,000.00
Quarterly back issue sales	20.00	Postage for Quarterly	957.69
Total Quarterly Inc.	4,406.24	Quarterly Printing	4,830.83
		Total Quarterly Expenses	7,788.52
		Toll Free line	90.65
		Website	6,766.95
		WorldFengur Exp.	1,872.64
Total Membership Related Income	21,822.49	Total Membership Related Expenses	23,557.03
Other income	-0.30	Promotional Exp.	
		Ambassador award	285.00
		Promotion Material Printing exp	254.25
		Promotional Advertising	745.01
		Promotional postage expenses	79.24
		RC Co-op promo exp.	590.00
		Promotional Exp. - Other	213.77
		Total Promotional Exp.	2,167.27
		Regional Club Clinic exp	1,500.00
Registry Income		Registry Expenses	
Duplicate Registration fees	100.00	Clerical for registry	1,617.00
Late Stallion Report fees	396.80	Reg. WorldFengur Sbscrptn exp.	141.57
Registration fees	2,006.95	Registry Office supplies	93.48
Transfer fees	1,313.54	Registry Postage	368.61
Total Registry Income	3,817.29	Total Registry Expenses	2,220.66
USIHC Non-Member fees	197.24	Youth Committee Exp.	
Youth Committee Inc.		Spaeri Award	150.00
Youth Cup Tryout Fees	600.00	FEIF Youth Cup Exp.	
		2018 FEIF Youth Cup Exp.	1,733.56
		Total Youth Committee Exp.	1,883.56
Total Income	27,079.10	Total Expense	39,471.85

Net Income (Loss) : -12,392.75



Board Conference Call Minutes

October 16, 2018 8:00PM (Eastern)

BOARD MEMBERS:

PRESENT: Will Covert, Lori Cretney, Kari Pietsch-Wangard, Linda Templeton, Alex Dannenmann, Emily Potts, Jessica Haynsworth, Kevin Draeger, Leslie Chambers

MEETING CALLED TO ORDER 8:10 EST (WILL COVERT)

SECRETARY'S REPORT (LINDA TEMPLETON)

The USIHC lists 696 members in 507 households as of October 14, 2018.

TREASURER'S REPORT (KARI PIETSCH-WANGARD)

The monthly financial statements now include a detailed breakdown of the cash owned by the Congress. The key figures from the breakdown are:

<u>Combined bank account balances as of 9/30/18:</u>	\$ 113,934.94
<u>Unrestricted funds as of 9/30/18:</u>	\$ 102,525.56
<u>Net Decrease from 8/31/18:</u>	- \$ 1,019.23
<u>Net Decrease from 12/31/17:</u>	-\$11,914.07

STANDING COMMITTEE REPORTS

Affiliated Clubs (Leslie Chambers, chair)

Affiliated Club Committee Report for October 16, 2018

Chair: Leslie Chambers

Members: N=33

FEIF Census Final Report:

All 14 regional clubs and the 1 activity club contributed member lists for the census report. The USIHC member list and a list of newly registered (as of 1/1/18) Icelandic Horse owners were also used to compile the final count.

The following numbers have been gathered:

Counts for FEIF census 2018

Regional Clubs	Not US Resident	low	high
Alaska IHA	0	54	63
Cascade	0	32	38
CIA	1	17	22
FIRC	1	59	75
Flugnir IHC	0	62	94
Glitfaxes	0	14	14
Hestafolk	0	32	36
Klettafjalla IHC	0	55	59
Kraftur	0	27	52
NEIHC	3	169	184
NWIHC	0	14	16
Saint Skutla IHC	1	28	29
Sirius OH KY IHC	0	50	52
Toppur IHC	0	32	35
Total RC members		645	769
USIHC - no RC	5	350	226
New Horse Owners		12	12
Total RC and USIHC	11	1007	1007
Activity Club			
Gaedingar*	6	1	1

*(one Gaedingar member not counted as RC or USIHC)

Total FEIF census # 1008

9/28/18 LKC

The number in the "low" column is the number of members reported by each regional club. The number in the "high" column includes people who have identified the regional club in their USIHC profile, but have probably failed to renew their membership with that regional club.

The activity club, Gaedingar has 38 members, 32 are US residents and only 1 member did not show up on either a regional club or USIHC member list.

Our count of 1008, allows USIHC to maintain their 3 vote status in FEIF, thanks to all those who helped compile and verify membership data.

Regional Club Clinics/Schooling Shows - Policy #31, 2018

The following regional clubs have received (* or will soon) their Policy #31 funds for 2018:

1. Alaska IHA
2. Cascade IHC
3. Flugnir IHC
4. NEIHC
5. NWIHC

6. Saint Skutla IHC
7. Toppur IHC
8. Klettafjalla IHC (event is Sept 21-23, 2018)*
9. Hestafolk (event is Oct 6-7, 2018)*

The following regional clubs have not yet announced a clinic or schooling show (remember you must notify ACC Chair and the USIHC calendar 30 days prior to the event to be eligible):

1. CIA
2. Frida IHC
3. Glitfaxa
4. Kraftur
5. Sirius

Affiliated Club Addition:

We have just welcomed our second activity club, Sleipnir: The Icelandic Horse Trainer and Instructors Guild of North America.

Mission Statement: The purpose of the trainer's guild is to create an association of professional Icelandic Horse trainers and instructors. Activities which could fall under the goals of this association can include defining industry standards, creating educational opportunities specific to the needs of trainers such as conferences, lectures and clinics, or providing networking opportunities. We also seek to create a sense of community that can be difficult to form in our vast countries. This organization will be comprised of trainers supporting trainers in developing our Icelandic Horse economy through stimulating the increase of quality and standards in our marketplace in order to carry out the diverse functions required of our profession.

Breeding (Linda Templeton, chair)

Nothing to Report from Breeding.

Education (Alex Dannenmann, chair)

Proposal for US-Instructor license has been revised and finished.

Education Chair will present the finished proposal to her committee for a vote and comment. The final document will be brought to the board for approval.

Leisure (Lori Cretney, chair)

The Rocky Mountain High Tolters have earned the first quarter of a mile patch from the second season of Sea 2 Shining Sea.

Promotion (Emily Potts & Jess Haynsworth, co-chairs)

Nothing to report from Promotions.

Promotions Chair gave the board an update on the website and logo. Content is now in the last stages of being loaded so each Committee Chair should review and advise of any changes. There will be a site plan coming out shortly and hopes of a beta in November. Promotions Chair will distribute the latest logo option that the committee has selected for board review.

Quarterly (Nancy Marie Brown & Nikki Esdorn, co-chairs, Leslie Chambers liaison)

Quarterly Committee report
October 12, 2018
submitted by Nancy Brown

The Quarterly Committee is now hard at work on the December 2018 issue, which includes features on the NY and Iowa Breeding Shows, a profile of Youth Leader Kevin Draeger, and an investigation into alternative shoeing methods, among other topics. The content has gone through the editing and committee review stages and is now in design, with a press date of November 1. The e-Quarterly should be ready to be released on November 15, with printed copies mailed on December 1. We will be printing 600 copies of this issue. Extras will be made available for promotional purposes; contact quarterly@icelandics.org.

Deadline for the March 2019 issue is January 1. Board members and committee chairs, please let us know ASAP if you want us to save space for any text, photos, or advertisements for that issue. Remember that ads for USIHC-sanctioned events are free.

Sport - (Will Covert, chair)

Nothing to report from Sport.

Youth (Kevin Draeger, chair)

Nothing to Report from Youth.

OLD BUSINESS

Website

See notes under Promotions.

Standard of Conduct and Ethics Code / Statement of Expectations

Policy # 36 Standard of Conduct (Ethics Code) United States Icelandic Horse Congress Board of Directors Statement of Expectations

1. Fiduciary Duties and General Responsibilities

Each Director shall be familiar with the general principles and practices of Board governance. In particular, each Director acknowledges the duties of care, loyalty, and obedience.

The Duty of Care. The duty of care describes the level of competence expected of a director. State nonprofit corporate laws offer various definitions of this duty in suitable legalese, but they all come down to the importance of directors making good decisions with reasonable care. Directors need to recognize they should retain people to provide the necessary wisdom, skill, and expertise to enact the organization's program and mission. Directors also need to establish policies and procedures to avoid risks to the organizations' financial well-being.

The Duty of Loyalty. The duty of loyalty is the standard of faithfulness to the organization. When making decisions, a Director must put the organization first. This duty is the basis for conflict of interest policies that are designed to prevent board members from enriching themselves, their families, and their friends at the expense of the organization and from favoring one segment of the organization over another.

The Duty of Obedience. The duty of obedience requires Directors to be true to the organization's mission. Board members can exercise their own reasoned judgment in how the organization can best archive its mission. However, they cannot act in a manner that is inconsistent with that mission. This duty is based on the principle that the membership and the public at large must be able to act in confidence that what they are told about the organization is true. If there is a discrepancy between the Directors' understanding of the organization's mission and that of the membership and the public at large, the result is the loss of institutional integrity.

Each Director shall have read and understand the Mission Statement, Articles of Incorporation, Constitution, and Policies of the USIHC.

Each Director shall understand the organization's general financial condition.

Each Director shall serve on at least one Committee

2. Attendance

Board and Committee meetings shall be conducted in a spirit of openness, honesty, and collegiality. Each Director is expected to attend at least 75% of all Board meetings and conference calls and an equal percentage of the meetings of each committee to which the Director is assigned. Each Director is responsible for following up with the President of the Board on the substance of any meeting missed.

Each Director is expected to attend the Annual USIHC Member's meeting.

Each Director is expected to be active on the Board and assigned Committee email discussion groups. Unless prior notice is given or extenuating circumstances exist, Board members shall check their Congress related email daily.

3. Advocacy

Directors shall act as advocates for the USIHC among its members. In addition, Directors shall be supportive in promoting the organization to prospective members and within the community in general. In this regard, each Director shall make every effort to attend the Annual Members Meeting and any other functions designated as significant by the President of the Board.

4. Confidentiality and Communications

The work and deliberations of the Board and Committees are confidential; except to the extent decisions are publicly disseminated through the Board's authorized process.

The President of the Board and other duly authorized persons **shall** be the only official spokespersons for the organization. Any Director contacted by the media or others in regard to any matter related to the organization or the Board shall not comment on that matter and shall refer all inquires to such spokespersons.

5. Conflicts of Interest

The Directors shall exercise the utmost good faith in all transactions touching upon their duties to the organization and its property. In their dealings with and on behalf of the organization, they are held to a strict rule of honest and fair dealing between themselves and the organization. They shall not use the positions as Directors, or knowledge gained therefrom, so that a conflict might arise between the organization's interest and that of any individual Director.

A conflict of interest arises in any situation in which a Director (and his or her immediate family or employer) is involved in an activity that could adversely affect his or her judgment with respect to the business of the organization or otherwise diminish the interest of the organization. When such a conflict arises, the individual with the conflict is expected to disclose in writing the existence of the conflict.

6. Work Product

Any and all work product produced by a Director during their tenure on the USIHC board, shall be property of the the USIHC only.

Acknowledged as of _____.

(Director's Term (start – finish))

(Director – Print Name)

(Director – Signature)



United States Icelandic Horse Congress
Code of Ethics – Rubric

	Criteria	Letter of apology to BOD	Loss of voting privileges for one month	Loss of voting privileges for two months	Removal from all chair and officer positions	Removal from BOD
Attendance	<p>Each Director is expected to attend at least 75% of all Board meetings and conference calls and an equal percentage of the meetings of each committee to which the Director is assigned.</p> <p>Each Director is expected to attend the Annual USIHC Member’s meeting. Each Director is expected to be active on the Board and assigned Committee email discussion groups. Unless prior notice is given or extenuating circumstances exist, Board members shall check their Congress related email daily.</p> <p>Attendance for each Director is evaluated at the end of every calendar year.</p>	<p>Annual attendance less than 75%</p> <p>Absent from annual meeting.</p>	Annual attendance less than 60%	Annual attendance less than 50%	Annual attendance less than 40%	Annual attendance less than 30%
Confidentiality /Communications	The work and deliberations of the Board and Committees are confidential; except to the extent decisions are publicly disseminated through the Board’s authorized process. The President of the Board and other duly authorized persons shall be the only official spokespersons for the organization. Any Director contacted by the media or others in regard to any matter related to the organization or the Board shall not comment on that matter and shall refer all inquires to such spokespersons.	Unauthorized dissemination of confidential information that is deemed ultimately inconsequential by the BOD	Unauthorized dissemination of confidential information that is deemed harmful by the BOD	Repeat offense of unauthorized dissemination of confidential information that is deemed harmful by the BOD	Third offense of unauthorized dissemination of confidential information that is deemed harmful by the BOD	Fourth offense of unauthorized dissemination of confidential information that is deemed harmful by the BOD

The Above Rubric reflects the Criteria and Repercussions of any breach of the Code of Ethics.

Will Covert moved to accept both documents. The Board unanimously voted to approve both the Code of Ethics and the Rubric.

Sport:

Emily was to determine whether or not our new web site can support US National Ranking and if there are additional costs, in order to determine the need for IcetestNG.

IcetestNG is willing to build a page on icetestng.com site for the US National Ranking that can be displayed or referenced to on our new website. The price to build the new US ranking is a \$500 flat fee and no annual recurring fees. If Tests are added or removed from the Ranking the updates would be billed at \$250 per hour in increments of 15 minutes.

Emily assures the Board that our new website will support the US National Ranking without additional costs.

Breeding:

There were some concerns expressed over the two organizers from the Breed Evaluations in NY and Iowa having to absorb a small portion of the shipping charges for the tools. The breeding committee is working on establishing a written policy regarding shipping costs and maintenance of the tools.

The committee will include the proper amount that each organizer must insure the kit for, and the kit should be housed / maintained by the Breeding Leader.

NEW BUSINESS

14. General Expense Reimbursement - Submitted by Kari Pietsch-Wangard

Members seeking reimbursement for expenses incurred in performing work for the Congress shall obtain prior approval for all anticipated expenses. Reimbursement of any expenses, anticipated or unanticipated, is at the discretion of the Board. Members seeking reimbursement for approved expenses must submit receipts for all expenses for which reimbursement is sought.

Does the policy on reimbursement need to be expanded, to be more specific as to what needs to be on the receipts that is being turned in? The last couple of months, two partial or incomplete receipts have been submitted. We should define what is complete and what are minimum requirements to avoid wasted time, and ill will.

Kari will rewrite policy 14 to include a request for 'complete receipts' with 'itemization.'

Booth

Juli Cole contacted the Board to inform us that she found one of the display booths, she wanted to know where to send it.

The Board discussed the expense in shipping the booth and the fact that it is likely in extremely poor condition, and is out of date and would have to be redone. Linda Templeton moved that the USIHC abandon the display and the vote carried unanimously.

Vendor Inquiry for National Meeting

There was an inquiry from a saddle company to be a vendor at our national meeting.

The Board decided that we will not be inviting vendors to participate, and we will recommend they invest those funds in advertising in our Quarterly.

MEETING ADJOURNED AT 9:40 EST (WILL COVERT)

NEXT MEETING TUESDAY NOVEMBER 13TH AT 8:00PM EST

USIHC General Membership Funds

8/31/18		9/30/18
\$ 3,382.40	Checking	\$ 2,380.64
\$ 101,458.69	Money Market	\$ 101,470.36
\$ 10,083.94	CDs	\$ 10,083.94
\$ 114,925.03	subtotal	\$ 113,934.94
\$ (3,652.39)	Youth Fund	\$ (3,681.53)
\$ (4,000.00)	Judge Scholarship Fund	\$ (4,000.00)
\$ (3,727.85)	World Champ. Team Fund	\$ (3,727.85)
\$ 103,544.79	USIHC Unrestricted Membership Funds	\$ 102,525.56
	Blood Profile Funding Refund	\$ (5,000.00)
	Net Decrease from 8/31/18	
	-\$1,019.23	
12/31/17 Balance	Net Decrease from 12/31/17	
\$ 109,439.63	-\$11,914.07	

10/10/18

United States Icelandic Horse Congress Inc.
Balance Sheet Standard
As of September 30, 2018

	<u>Sep 30, '18</u>
ASSETS	
Current Assets	
Checking/Savings	
Associated Checking acct.	2,380.64
Associated Money Market Acct.	101,470.36
Total Checking/Savings	<u>103,851.00</u>
Other Current Assets	
CD ownd by USIHC mature 10/7/19	2,000.00
CD ownd by USIHC mature 10/7/20	2,000.00
CDs for Judge Scholarship Fund	
CD-matures 10/5/18	3,083.94
CD-matures 4/13/20	3,000.00
Total CDs for Judge Scholarship ...	<u>6,083.94</u>
Total Other Current Assets	<u>10,083.94</u>
Total Current Assets	113,934.94
Other Assets	
Blood Profile Funding Refund	-5,000.00
Total Other Assets	<u>-5,000.00</u>
TOTAL ASSETS	<u><u>108,934.94</u></u>
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Unexpended Judge Schlshp. Fund	4,000.00
Unexpended World Champshp F...	3,727.85
Unexpended Youth Funds	3,681.53
Total Other Current Liabilities	<u>11,409.38</u>
Total Current Liabilities	<u>11,409.38</u>
Total Liabilities	11,409.38
Equity	
Opening Bal Equity	96,926.56
Retained Earnings	12,513.07
Net Income	-11,914.07
Total Equity	<u>97,525.56</u>
TOTAL LIABILITIES & EQUITY	<u><u>108,934.94</u></u>

**United States Icelandic Horse Congress Inc.
Income & Expense Report
September 2018**

Income		Expense	
Breeding Committee Income		Breeding Committee Exp.	
Evaluation-FEIF fees	250.00	Breeding Comm. Equipment Exp.	125.70
Breeding Comm. Income - Other	40.00		
Total Breeding Committee Income	290.00	Funding Programs	
		Flagship Funding exp.	
Competition Inc.		Flagship Event – Evaluation	1,332.00
Sanction Competition fee	225.00	Flagship Event - Sanction Show	1,750.00
		Total Funding Programs	3,082.00
Education-Riding Badge			
Riding Badge Inc.	80.00	Leisure Committee Expense	
Interest Income	11.67	S2SS 2018/19 program expenses	137.00
		S2SS 2017/18 program expense	582.62
		Total Leisure Committee Expense	719.62
Membership Related Income		Membership Related Expenses	
Farm Listing	106.81	Insurance	715.00
Membership Dues		Toll Free line	15.05
Family Memberships	501.51	Website	16.95
Individual Memberships	1,086.36	Total Membership Related Expenses	747.00
Total Membership Dues	1,587.87		
Quarterly Inc.			
Quarterly Adv. Inc.	404.94		
Total Membership Related Income	2,099.62		
Registry Income		Registry Expenses	
Late Stallion Report fees	200.00	Clerical for registry	141.00
Registration fees	616.35		
Transfer fees	253.52	Youth Committee Exp.	
Total Registry Income	1,069.87	FEIF Youth Cup Exp.	
USIHC Non-Member fees	99.27	2018 FEIF Youth Cup Exp.	79.34
Total Income	3,875.43	Total Expense	4,894.66

Net Income (Loss): -1,019.23

United States Icelandic Horse Congress Inc.
Income & Expense report
January through September 2018
Page 1

<u>Income</u>		<u>Expense</u>	
Breeding Committee Income		Breeding Committee Exp.	
Evaluation-FEIF fees	375.00	Breeding Comm. Equipment Exp.	782.91
Breeding Committee Income - Other	40.00	Breeding Committee Exp. - Other	500.00
Total Breeding Committee Income	<u>415.00</u>	Total Breeding Committee Exp.	<u>1,282.91</u>
Competition Inc.		Competition Comm. Expense	
Sanction Competition fee	525.00	National Ranking Award Expense	629.73
		World Championship Expenses	
		WC 2017 Holland Exp.	10.31
		Competition Comm. Expense - Other	287.86
		Total Competition Comm. Expense	<u>927.90</u>
Education-Riding Badge		Education Seminar exp.	
Riding Badge Inc.	215.04	Judging Seminar exp.	
		2018 Sport Judge Seminar	439.57
		FEIF Conference exp.	
		FEIF 2018 Conference exp.	1,234.54
		FEIF Conf. Airfare exp.	2,400.00
		Total FEIF Conference exp.	<u>3,634.54</u>
		Funding Programs	
Interest Income	155.07	Flagship Funding exp.	
		Flagship Event - Evaluation	1,992.00
		Flagship Event - Sanction Show	2,750.00
		Total Flagship Funding exp.	<u>4,742.00</u>
Leisure Committee Income		Leisure Committee Expense	
S2SS income	26.00	S2SS 2018/19 program expenses	460.54
		S2SS 2017/18 program expense	1,721.73
		Total Leisure Committee Expense	<u>2,182.27</u>
Membership Related Income		Membership Related Expenses	
Farm Listing	2,682.41	Administration	
Membership Dues		Mbshp. Postage	92.32
Family Memberships	5,452.27	Office/Supplies Exp.	3.49
Individual Memberships	12,757.73	Total Administration	<u>95.81</u>
Youth membership	403.64		
Total Membership Dues	<u>18,613.64</u>		

United States Icelandic Horse Congress Inc.
Income & Expense report
January through September 2018
Page 2

Income		Expense	
		Annual Meeting Expense	
		2019 Boston Annual Meeting exp.	2,000.00
		2018 Denver Annual Mtg. exp.	2,307.32
		Total Annual Meeting Exp.	4,307.32
		FEIF related expenses	
		FEIF Mbshp fees	2,635.14
		Insurance	715.00
		Quarterly Expenses	
		Graphics	2,000.00
		Postage for Quarterly	957.69
		Quarterly Printing	4,830.83
		Total Quarterly Expenses	7,788.52
		Toll Free line	118.65
		Website	6,800.85
		WorldFengur Exp.	1,872.64
		Total Membership Related Expenses	24,333.93
		Promotional Exp.	
		Ambassador award	285.00
		Promotion Material Printing exp	254.25
		Promotional Advertising	1,505.01
		Promotional postage expenses	79.24
		RC Co-op promo exp.	590.00
		Promotional Exp. - Other	213.77
		Total Promotional Exp.	2,927.27
		Regional Club Clinic exp	1,750.00
		Registry Expenses	
		Clerical for registry	2,202.00
		Reg. WorldFengur Sbscrptn exp.	141.57
		Registry Office supplies	93.48
		Registry Postage	368.61
		Registry Expenses - Other	0.00
		Total Registry Expenses	2,805.66
		Youth Committee Exp.	
		Spaeri Award	150.00
		2018 FEIF Youth Cup Exp.	811.44
		Total Youth Committee Exp.	961.44
		Total Expense	45,987.49
Quarterly Inc.			
Quarterly Adv. Inc.	4,791.18		
Quarterly back issue sales	20.00		
Total Quarterly Inc.	4,811.18		
Total Membership Related Income	26,107.23		
Other Income	-0.30		
Registry Income			
Duplicate Registration fees	150.00		
Late Stallion Report fees	791.00		
Registration fees	2,819.80		
Transfer fees	1,849.10		
Total Registry Income	5,609.90		
USIHC Non-Member fees	420.48		
Youth Committee Inc.			
Youth Cup Tryout Fees	600.00		
Total Income	34,073.42		

Net Income (Loss): -11,914.07



Board Conference Call Minutes

September 11, 2018 8:00PM (Eastern)

BOARD MEMBERS:

PRESENT: Will Covert, Lori Cretney, Kari Pietsch-Wangard, Linda Templeton, Emily Potts, Kevin Draeger, Leslie Chambers

EXCUSED: Alex Dannenmann

MEETING CALLED TO ORDER 8:06 EST (WILL COVERT)

SECRETARY'S REPORT (LINDA TEMPLETON)

The USIHC lists 673 members in 497 households as of August 10, 2018.

TREASURER'S REPORT (KARI PIETSCH-WANGARD)

The monthly financial statements now include a detailed breakdown of the cash owned by the Congress. The key figures from the breakdown are:

<u>Combined bank account balances as of 8/31/18:</u>	\$ 114,925.03
<u>Unrestricted funds as of 8/31/18:</u>	\$ 103,544.79
<u>Net Increase from 7/31/18:</u>	\$1,497.91
<u>Net Decrease from 12/31/17:</u>	-\$10,894.84

STANDING COMMITTEE REPORTS

Affiliated Clubs (Leslie Chambers, chair)

Affiliated Club Committee Report for September 11, 2018

Chair: Leslie Chambers

Members: N=32

Affiliated Club Renewals

All 14 regional clubs and the 1 activity club have completed the 2018 renewal process and are good until August 2019. The following numbers have been gathered:

Regional Clubs	Total Members	not US citizen	US RC members	USIHC members**
Alaska IHA	52	0	52	29 to 38
Cascade	32	0	32	12 to 14
CIA	23	1	22	21 to 23
FIRC	60	0	60	20 to 26
Flugnir IHC	60	0	60	37 to 44

Glitfaxa	12	0	12	8 to 12
Hestafolk	33	0	33	13 to 21
Klettafjalla IHC	54	0	54	36 to 45
Kraftur	26	0	26	19 to 21
NEIHC	171	1	170	79 to 94
NWIHC	11	0	11	7 to 10
Saint Skutla IHC	30	0	30	12 to 15
Sirius OH KY IHC	49	0	49	26 to 36
Toppur IHC	32	0	32	15 to 17
Total RC members			643	334 to 416
USIHC - no RC	340	1	339	
Total RC and USIHC	985	-3	984	

Activity Club

Gaedingar*	38	6	1
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*(one Gaedingar member not counted as RC or USIHC)

** first number is verified with renewal date, second as reported by RC

Total FEIF census #	983
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9/6/18 LKC

We have 339 people who only belong to the USIHC

We have 227 to 307 who only belong to a RC

We have 336 to 416 people who belong to both a RC and the USIHC

The member data found on the icelandic.org website was used to identify USIHC members, this data needs to be verified as up to date. The data as it stands now, shows 983 people that can be counted toward the FEIF census. Clubs have been asked to submit any new members they may sign up between now and when the FEIF census is due. (FIRC submitted 2 additional names after this initial request was made.)

USIHC Census data is due to FEIF by September 30, 2018. In order to maintain 3 votes within FEIF, we need to reach our 1,000-member level. Leslie is working with other board members to reach out to our current expires that did not receive renewal notices.

Regional Club Clinics/Schooling Shows - Policy #31, 2018

The following regional clubs have received their Policy #31 funds for 2018:

1. Alaska IHA
2. Cascade IHC
3. Flugnir IHC
4. NEIHC
5. NWIHC
6. Saint Skutla IHC
7. Toppur IHC

The following regional club(s) event is pending:

1. Klettafjalla IHC (event is Sept 21-23, 2018)
2. Hestafolk (event is Oct 6-7, 2018)

The following regional clubs have not yet announced a clinic or schooling show (remember you must notify ACC Chair and the USIHC calendar 30 days prior to the event to be eligible):

1. CIA
2. Frida IHC
3. Glitfaxa
4. Kraftur
5. Sirius

9/6/18 Leslie Chambers

Breeding (Linda Templeton, chair)

NY Cobelskill Breed Evaluations had 7 horses for full evaluation and 5 for conformation only. One horse made first prize.

Iowa Harmony Icelandics Breed Evaluations have been delayed by a day due to weather issues. Three horses all owned by the same person will be evaluated.

Committee work has nothing new to report.

Education (Alex Dannenmann, chair)

The Education committee is currently working on the final adjustments of the proposal for the instructor education.

Leisure (Lori Cretney, chair)

Leisure has nothing to report.

Promotion (Emily Potts & Jess Haynsworth, co-chairs)

Promotions committee has been discussing the logo concepts and giving feedback. Feedback from both the board and promotions has been provided to the designer. They should have some edits next week.

There was a discussion regarding logo design, Emily will take the input back to the design team for adjustments and will present the changes and a full color logo for Board consideration.

Quarterly (Nancy Marie Brown & Nikki Esdorn, co-chairs, Leslie Chambers liaison)

Quarterly Committee report
September 7, 2018
submitted by Nancy Brown

Issue Three 2018 is in the mail and online. This issue reports on a successful breeding evaluation, explores the topic of self-carriage, explains five-gait competitions, interviews trainer Caeli Cavanagh, introduces the new Sea2Shining Sea virtual ride, and more, as well as sharing news from USIHC Affiliated Clubs, the USIHC Board of Directors, and our parent organization, FEIF.

The Quarterly Committee is now working on the December 2018 issue. The deadline for that issue is October 1. Board members and committee chairs, please let us know ASAP if you want us to save space for any text, photos, or advertisements for that issue. (Remember that ads for USIHC-sanctioned events are free.) We will be printing 600 copies of this issue. Extras will be made available for promotional purposes; contact quarterly@icelandics.org.

Sport - (Will Covert, chair)

Youth (Kevin Draeger, chair)

Nothing to Report

OLD BUSINESS

Website

Standard of Conduct and Ethics Code / Statement of Expectations

Policy # 36 Standard of Conduct (Ethics Code) United States Icelandic Horse Congress Board of Directors Statement of Expectations

1. Fiduciary Duties and General Responsibilities

Each Director shall be familiar with the general principles and practices of Board governance. In particular, each Director acknowledges the duties of care, loyalty, and obedience.

The Duty of Care. The duty of care describes the level of competence expected of a director. State nonprofit corporate laws offer various definitions of this duty in suitable legalese, but they all come down to the importance of directors making good decisions with reasonable care. Directors need to recognize they should retain people to provide the necessary wisdom, skill, and expertise to enact the organization's program and mission. Directors also need to establish policies and procedures to avoid risks to the organizations' financial well-being.

The Duty of Loyalty. The duty of loyalty is the standard of faithfulness to the organization. When making decisions, a Director must put the organization first. This duty is the basis for conflict of interest policies that are designed to prevent board members from enriching themselves, their families, and their friends at the expense of the organization and from favoring one segment of the organization over another.

The Duty of Obedience. The duty of obedience requires Directors to be true to the organization's mission. Board members can exercise their own reasoned judgment in how the organization can best archive its mission. However, they cannot act in a manner that is inconsistent with that mission. This duty is based on the principle that the membership and the public at large must be able to act in confidence that what they are told about the organization is true. If there is a discrepancy between the Directors' understanding of the organization's mission and that of the membership and the public at large, the result is the loss of institutional integrity.

Each Director shall have read and understand the Mission Statement, Articles of Incorporation, Constitution, and Polices of the USIHC.

Each Director shall understand the organization's general financial condition.
Each Director shall serve on at least one Committee

2. Attendance

Board and Committee meetings shall be conducted in a spirit of openness, honesty, and collegiality. Each Director is expected to attend at least 75% of all Board meetings and conference calls and an equal percentage of the meetings of each committee to which the Director is assigned. Each Director is responsible for following up with the President of the Board on the substance of any meeting missed.

Each Director is expected to attend the Annual USIHC Member's meeting.
Each Director is expected to be active on the Board and assigned Committee email discussion groups. Unless prior notice is given or extenuating circumstances exist, Board members shall check their Congress related email daily.

3. Advocacy

Directors shall act as advocates for the USIHC among its members. In addition, Directors shall be supportive in promoting the organization to prospective members and within the community in general. In this regard, each Director shall make every effort to attend the Annual Members Meeting and any other functions designated as significant by the President of the Board.

4. Confidentiality and Communications

The work and deliberations of the Board and Committees are confidential; except to the extent decisions are publicly disseminated through the Board's authorized process.

The President of the Board and other duly authorized persons **shall** be the only official spokespersons for the organization. Any Director contacted by the media or others in regard to any matter related to the organization or the Board shall not comment on that matter and shall refer all inquires to such spokespersons.

5. Conflicts of Interest

The Directors shall exercise the utmost good faith in all transactions touching upon their duties to the organization and its property. In their dealings with and on behalf of the organization, they are held to a strict rule of honest and fair dealing between themselves and the organization. They shall not use the positions as Directors, or knowledge gained therefrom, so that a conflict might arise between the organization's interest and that of any individual Director.

A conflict of interest arises in any situation in which a Director (and his or her immediate family or employer) is involved in an activity that could adversely affect his or her judgment with respect to the business of the organization or otherwise diminish the interest of the organization. When such a conflict arises, the individual with the conflict is expected to disclose in writing the existence of the conflict.

6. Work Product

Any and all work product produced by a Director during their tenure on the USIHC board, shall be property of the USIHC only.

Acknowledged as of _____.

(Director – Print Name)

(Director – Signature)

This document and the rubric created by Kevin Draeger will be re-circulated to the Board by email for discussion in order to close this out on the next Board call.

NEW BUSINESS

Sport:

IcetestNG is willing to build a page on icetestng.com site for the US National Ranking that can be displayed or referenced to on our new website. The price to build the new US ranking is a \$500 flat fee and no annual recurring fees. If Tests are added or removed from the Ranking the updates would be billed at \$250 per hour in increments of 15 minutes.

It was decided to table this discussion until Emily is able to determine if the website can support our National Ranking and the costs associated with it. It will be discussed in the next Board call.

Breeding:

A receipt for shipping the Breed Evaluation measurement tools was submitted by Martina Gates for reimbursement. The tools were to have been transported with the

judges to the lowa evaluations, however, there was an issue with the airlines. The two evaluations being so close together caused the tools to be shipped overnight for a charge of \$316.54. The USIHC had not budgeted for this as originally there was plenty of time for standard UPS (charge of around \$80), or airline oversize checked luggage (charge of \$100). The Board determined the fairest solution was to credit what would have been the checked luggage fee of \$100 against the \$361.54 and withhold the remaining amount of \$261.54 (split between each evaluation) from the funds available. \$108.27 will be deducted from each funding disbursement.

MEETING ADJOURNED AT 9:31 EST (WILL COVERT)

NEXT MEETING TUESDAY OCTOBER 16TH AT 8:00PM EST

USIHC General Membership Funds

<u>7/31/18</u>	<u>8/31/18</u>		
\$ 2,371.84		Checking	\$ 3,382.40
\$ 101,446.63		Money Market	\$ 101,458.69
\$ 10,083.94		CDs	\$ 10,083.94
<hr/>		subtotal	\$ 114,925.03
\$ (4,127.68)		Youth Fund	\$ (3,652.39)
\$ (4,000.00)		Judge Scholarship Fund	\$ (4,000.00)
\$ (3,727.85)		World Champ. Team Fund	\$ (3,727.85)
\$ 102,046.88		USIHC Unrestricted Membership Funds	\$ 103,544.79
		Blood Profile Funding Refund	\$ (5,000.00)
		<u>Net Increase from 7/31/18</u>	
		\$1,497.91	
<hr/>		<u>Net Decrease from 12/31/17</u>	
12/31/17 Balance			
\$ 109,439.63		-\$10,894.84	

09/05/18

United States Icelandic Horse Congress Inc.
Balance Sheet Standard
As of August 31, 2018

	Aug 31, '18
ASSETS	
Current Assets Checking/Savings	
Associated Checking acct.	3,382.40
Associated Money Market Acct.	101,458.69
Total Checking/Savings	104,841.09
Other Current Assets	
CD owned by USIHC mature 10/7/19	2,000.00
CD owned by USIHC mature 10/7/20	2,000.00
CDs for Judge Scholarship Fund	
CD-matures 10/5/18	3,083.94
CD-matures 4/13/20	3,000.00
Total CDs for Judge Scholarship ...	6,083.94
Total Other Current Assets	10,083.94
Total Current Assets	114,925.03
Other Assets	
Blood Profile Funding Refund	-5,000.00
Total Other Assets	-5,000.00
TOTAL ASSETS	109,925.03
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Unexpended Judge Schlshp. Fund	4,000.00
Unexpended World Champshp F...	3,727.85
Unexpended Youth Funds	3,652.39
Total Other Current Liabilities	11,380.24
Total Current Liabilities	11,380.24
Total Liabilities	11,380.24
Equity	
Opening Bal Equity	96,926.56
Retained Earnings	12,513.07
Net Income	-10,894.84
Total Equity	98,544.79
TOTAL LIABILITIES & EQUITY	109,925.03

**United States Icelandic Horse Congress Inc.
Income & Expense Report August
2018**

Income		Expense	
Competition Inc.		Funding Programs	
Sanction Competition fee	75.00	Flagship Funding exp.	
		Flagship Event - Sanction Show	1,000.00
Interest Income	12.06		
Membership Related Income	534.05	Leisure Committee Expense	138.54
Farm Listing		S2SS 2018/19 program expenses	
Membership Dues	333.08	Membership Related Expenses	
Family Memberships		Toll Free line	12.95
Individual Memberships	1,217.47	Website	16.95
Youth membership	100.52		
Total Membership Dues	1,651.07	Total Membership Related Expenses	29.90
Total Membership Related Income	2,185.12		
Registry Income		Promotional Exp.	
Duplicate Registration fees	50.00	Promotional Advertising	760.00
Late Stallion Report fees	194.20		
Registration fees	196.50	Regional Club Clinic exp	250.00
Transfer fees	282.04		
Total Registry Income	722.74	Registry Expenses	
		Clerical for registry	444.00
		Youth Committee Exp.	
		FEIF Youth Cup Exp.	
USIHC Non-Member fees	123.97	2018 FEIF Youth Cup Exp.	-1,001.46
Total Income	3,118.89	Total Expense	1,620.98

Net Income: 1,497.91

United States Icelandic Horse Congress Inc.
Income & Expense Report January
through August 2018
Page 1

<u>Income</u>		<u>Expense</u>	
Breeding Committee Income		Breeding Committee Exp.	
Evaluation-FEIF fees	125.00	Breeding Comm. Equipment Exp.	657.21
		Breeding Committee Exp. - Other	500.00
		Total Breeding Committee Exp.	<u>1,157.21</u>
Competition Comm. Inc.	300.00	Competition Comm. Expense	629.73
Sanction Competition fee		National Ranking Award Expense	
		World Championship Expenses	
		WC 2017 Holland Exp.	10.31
		2017 WR Fee	287.86
		Total Competition Comm. Expense	<u>927.90</u>
Education-Riding Badge	135.04	Education Seminar exp.	
Riding Badge Inc.		Judging Seminar exp.	
		2018 Sport Judge Seminar	439.57
		FEIF Conference exp.	
		FEIF 2018 Conference exp.	1,234.54
		FEIF Conf. Airfare exp.	2,400.00
		Total FEIF Conference exp.	<u>3,634.54</u>
Interest Income	143.40	Funding Programs	
		Flagship Event - Evaluation	660.00
		Flagship Event - Sanction Show	1,000.00
		Total Flagship Funding exp.	<u>1,660.00</u>
Leisure Committee Income		Leisure Committee Expense	
S2SS income 26.00		S2SS 2018/19 program expenses	323.54
		S2SS 2017/18 expense	1,139.11
		Total Leisure Committee Expense	<u>1,462.65</u>
Membership Related Income	2,575.60	Membership Related Expenses	
Farm Listing		Administration	
Membership Dues		Mbshp. Postage	92.32
Family Memberships	4,950.76	Office/Supplies Exp.	3.49
Individual Memberships	11,671.07	Total Administration	<u>95.81</u>
Youth membership	403.64	Annual Meeting Exp.	
Total Membership Dues	<u>17,025.47</u>	2019 Boston Annual Meeting exp.	2,000.00
		2018 Denver Annual Mtg. exp.	2,307.32
		Total Annual Meeting Exp.	<u>4,307.32</u>

**United States Icelandic Horse Congress Inc.
Income & Expense Report January
through August 2018 Page 2**

Income		Expense	
		FEIF related expenses	
		FEIF Mbshp fees	2,635.14
Quarterly Inc.		Quarterly Expenses	2,000.00
		Graphics	
Quarterly Adv. Inc.	4,386.24	Postage for Quarterly	957.69
Quarterly back issue sales	20.00	Quarterly Printing	4,830.83
Total Quarterly Inc.	4,406.24	Total Quarterly Expenses	7,788.52
Total Membership Related Income	24,007.31	Toll Free line	103.60
		Website	6,783.90
		WorldFengur Exp.	1,872.64
		Total Membership Related Expenses	23,586.93
		Promotional Exp.	285.00
		Ambassador award	
		Promotion Material Printing exp	254.25
		Promotional Advertising	1,505.01
		Promotional postage expenses	79.24
		RC Co-op promo exp.	590.00
		Promotional Exp. - Other	213.77
		Total Promotional Exp.	2,927.27
		Regional Club Clinic exp	1,750.00
Registry Income	150.00	Registry Expenses	2,061.00
Duplicate Registration fees		Clerical for registry	
Late Stallion Report fees	591.00	Reg. WorldFengur Sbscrptn exp.	141.57
Registration fees	2,203.45	Registry Office supplies	93.48
Transfer fees	1,595.58	Registry Postage	368.61
Total Registry Income	4,540.03	Registry Expenses - Other	0.00
		Total Registry Expenses	2,664.66
USIHC Non-Member fees	321.21	Youth Committee Exp.	150.00
		Spaeri Award	
Youth Committee Inc.		FEIF Youth Cup Exp.	
Youth Cup Tryout Fees	600.00	2018 FEIF Youth Cup Exp.	732.10
		Total Youth Committee Exp.	882.10
Total Income	30,197.99	Total Expense	41,092.83

Net Income (Loss): -10,894.84



Board Conference Call

Minutes November 13, 2018

8:00PM (Eastern)

BOARD MEMBERS:

PRESENT: Will Covert, Lori Cretney, Kari-Pietsch Wangard, Alex Dannenmann, Emily Potts, Kevin Draeger, and Leslie Chambers

ABSENT: Jessica Haynsworth

MEETING CALLED TO ORDER 8:05 EST (WILL COVERT)

SECRETARY'S REPORT (LINDA TEMPLETON)

The USIHC lists 696 members in 507 households as of October 14, 2018.

Will motioned to have Kevin serve as Secretary for the remainder of the year. Leslie seconded. The motion carried unanimously.

TREASURER'S REPORT (KARI PIETSCH-WANGARD)

The monthly financial statements now include a detailed breakdown of the cash owned by the Congress. The key figures from the breakdown are:

<u>Combined bank account balances as of 10/31/18:</u>	\$ 110,544.97
<u>Unrestricted funds as of 10/31/18:</u>	\$ 99,106.45
<u>Net Decrease from 9/30/18:</u>	- \$ 3,419.11
<u>Net Decrease from 12/31/17:</u>	-\$15,333.18

Kari asked whether a show report has been received for the FIRC Show. Will has not yet received a report. The report must be received before Flagship Funding can be disbursed.

STANDING COMMITTEE REPORTS

Affiliated Clubs (Leslie Chambers, chair)

Affiliated Club Committee Report for November 13, 2018

Chair: Leslie Chambers

Members: N=3

Regional Club Clinics/Schooling Shows - Policy #31, 2018

The following regional clubs have received (* or will soon) their Policy #31 funds for 2018:

1. Alaska IHA
2. Cascade IHC
3. Flugnir IHC
4. NEIHC
5. NWIHC
6. Saint Skutla IHC
7. Toppur IHC
8. Klettafjalla IHC
9. Hestafolk

The following regional club has an event pending:

1. Glitfjalla: "Hands-on Introduction to Training with Positive Reinforcement" with Nicki Esdorn, December 13, Walnut Creek, CA

The following regional clubs have not yet announced a clinic or schooling show (remember you must notify ACC Chair and the USIHC calendar 30 days prior to the event to be eligible):

1. CIA
2. Frida IHC
3. Kraftur
4. Sirius

Annual Meeting Update:

The NEIHC is hosting the USIHC Annual Meeting in Boston January 19, 2019 at the Hilton at Logan Airport.

Three Speakers are planned:

Nancy Marie Brown - "Horses in the Sagas"

Common Ground Hoofcare - "Beat and Balance: Shoeing the

Icelandic Horse" Svanhildur Hall - "Setting Clear Breeding

Goals and How to Achieve Them"

Lunch will be provided.

We have a special room rate of \$129/night but you must book before 12/19/18. Please use this link to book your room:

www.bit.ly/USIHC2019

Leslie announced that the Common Ground Hoofcare team will no longer be able to present and reminded everyone to book their rooms for the Annual Meeting. Leslie proposed we consider

connecting future annual meetings to an event such as a sanctioned show. Kari expressed concern that when a meeting is attached to another event, the membership is distracted by everything else going on and not able to focus on the meeting. Leslie suggested that there might be a better attendance by a wider range of members at an event such as a competition, which could provide the BOD with more feedback. Kari suggested that a one-hour talkback rather than a formal annual meeting could be done at large events, so that the board can get feedback from members. The BOD will consider this for future events with a large USIHC membership turnout.

Breeding (Linda Templeton, chair)

Nothing to Report from Breeding.

Education (Alex Dannenmann, chair)

Proposal for US-Instructor license has been Voted on and Approved by the Education Committee.

US Instructor Level 1

Goal

The US Instructor Level 1 is responsible for the basic education, in particular for the beginner and pleasure rider and for the basics of Icelandic horse training and gaited riding.

Graduates will be listed as FEIF Instructor Level 1 on the FEIF website.

Admission requirements

- USIHC membership
- Reaching the age of 18
- Passed test for the US Riding Badge 1 and 2 (textbook) or Knapamerki levels 1, 2 and 3
- Approved video showing riding skills
- Proof of the participation in a first aid course (not older than 2 years)
- During the prior 3 years, candidates must have either:
 - A) Been working with horses for 3 months (over a 12-month period) as an intern for a professional Icelandic horse stable/trainer/instructor (approved by examiners), or
 - B) Show proof of working experience as a full-time instructor/trainer for at

least 6 consecutive months.

In both cases, a statement from the head trainer has to be provided.

- Curriculum vitae with special regard to the equestrian career

Procedure

The candidate has to submit a video of approximately 10 minutes, showing the gaits Walk, Trot, Canter and Tölt.

After reviewing the video, the examiners will decide upon whether the rider's skills fulfill the minimum requirements to participate in the examination.

Examination Preparation

After approval and after fulfilling all requirements, the candidate has the possibility to sign up for the examination within a time period of 2 years. The candidate will receive study material for self-study purposes.

Test Content

Theory:

- A) General knowledge
- B) Riding principles
- C) Teaching principles

Practice:

- D) Gait riding
- E) Dressage riding
- F) Signal riding

Teaching:

- G) Planning and executing of a theory session
- H) Practical instruction regarding tack and riding preparation
- I) Practical teaching

Exam

Theory:

One oral test for each of the subjects a), b) and c).

The final score for Theory is calculated as the average of the individual scores.

Practice:

One practical test for each of the subjects d), e) and f).

The final score for Practice is calculated as the average of the individual scores.

Teaching:

One practical test for each of the subjects g), h) and i).

The final score for Teaching is calculated as the average of the individual scores.

Final score:

The final score of the examination for US Instructor Level 1 is calculated as the average of the individual scores of all test subjects.

Scoring system

Scores 0-10, (in accordance to the sport judges scale), will be given for each section (letter A-I). The candidate has to achieve at least a score of 5 or better to pass the section.

In order to pass the examination and receive a certification, all sections (letter A-I) must be passed.

An unsafe situation that is created by the candidate or an action that could lead to an unsafe situation, results in automatic failure.

Description of the scoring system

- 0 - not shown
- 1 - extremely poor
- 2 - very poor
- 3 - poor
- 4 - in need of improvement
- 5 - passing
- 6 - competent
- 7 - good
- 8 - very good
- 9 - excellent
- 10 - near perfect

Re-examination

The candidate has the possibility to retake each failed section individually within a time period of 2 years of test-failure.

After this 2 year time period, the candidate has to take the entire examination again.

Examination board

Examiners will be appointed by the examination board. Examiners have to fulfill the following minimum requirements:

- Current sport judges license
- Certified Trainer/Instructor with higher level than level to examine
- Experience in taking examinations

The current examination board to start with is consisting of FEIF International Judges and Trainers Alexandra Dannenmann and Will Covert, in function as FEIF representatives.

Date and Location of Examination

The date and location will be determined individually.

Continuing education requirements and license renewals

Visit <https://www.icelandics.org/Trainers/index> for more info.

Implementing Rules for the Examination of FEIF Instructor Level 1 USA

1. Theory

- a) General knowledge
- b) Riding principles
- c) Teaching principles

One theoretical test for the subjects a) General knowledge, b) Riding principles and c) Teaching principles. The theory test is conducted orally. Duration of the test: Approx. 15 minutes per subject.

2. Dressage

General notice:

Maximum number of riders at a time: 4

Simple arena figures and transitions with and without stirrups.

A competent announcer is required.

The task can be ridden in this form or changed correspondingly. There is usually no change of horses, but it might be demanded by the examiner in certain cases.

Possible Dressage test:

Entering the arena

L.H. riding in free/unstructured form on the left hand in Walk, full school and circle, approx. 2 rounds. Change of rein

R.H. Circle and full school, approx. 1 round. Change of rein

L.H. Posting Trot in working speed, circle and full school, approx. 2 rounds. Change of rein

R.H. proceeding with posting Trot for approx. 2 rounds, 1 round of Walk, riders spreading out to the circle and riding sitting trot, 2 transitions trot – walk, Walk, full school, 2 halts.

Move off in walk,
Change of rein

L.H. Serpentine on the opposite long side of the examiners, 1-2 times, Halt, stirrups over the saddle and riding walk without stirrups, riders spreading out to the circles and starting Trot, full school, Serpentine on the opposite long side of the examiners, 1-2 times, Changing direction across the whole arena, from ... to ...

R.H. “single file” one after another, inside track, individual canter, taking up stirrups
Change of rein

L.H. same canter exercise on the right hand

Or

R.H. All riders riding at C on the circle, inside track,
2 riders cantering and working in canter on the right hand to their ideas

(circle and full school)

Slowing down to Walk, riding circle at C, inside track

The next riders do the same exercise

Taking up stirrups

Change of rein

L.H. same canter exercise as before

Walk, full school, line up on the center line

Assessment:

The assessment is based on the balance of the rider, riding style, seat and handling of the horse.

The candidates must be able to ride their horses in Walk, Trot and Canter with constant connection to the horse's mouth.

If this is not yet possible sustainably, at least the riding technique of the candidate has to clearly be based on the correct foundations.

3. Gait riding

General notice:

Maximum number of riders: 4

Procedure of the test:

The candidates warming up their horses independently.

R.H. 1. Any speed Tölt, approx. 150 seconds

L.H. 1. Any speed Tölt, approx. 150 seconds

2. Transitions: individually 1-2 transitions Tölt – Walk during the transitions, the rest of the candidates ride Walk

L.H. Slow to medium speed Trot, approx. 150 seconds

L.H. medium Walk

L.H. Slow to medium canter, approx. 150 seconds

R.H. Riding the horse in canter, individually or in the group, approx. 150 seconds

Changing horses:

The riders have 2-3 minutes to get to know the horses. After that, the task above will be repeated. The transitions Tölt – Walk will not be ridden with the unknown horse.

Assessment:

The assessment of the test (not the test process) is in accordance with the Sport Fourgait test V4.

The candidates must be able to ride their horses in Walk, Trot and Canter with constant connection to the horse's mouth.

If this is not yet possible sustainably, at least the riding technique of the candidate has to clearly be based on the correct foundations.

In Tölt, the horses have to be shown in proper head/neck position, respectively according to their confirmation in constant connection and with movable neck.

4. Signal riding

General notice:

The test is conducted in the indoor or riding arena or in a fenced place with the approximate measures of a common riding area.

Possible tasks:

(Changes of tasks are subject to the decision of the examiners)

- Mounting, standing still on a loose rein; moving off on a loose rein
- Holding reins with a rein loop
Riding with loose reins, free walk (rider sits in the saddle, slightly leaning forward)
- Getting into canter on a suitable place on the short side
(canter as well is ridden with a loose or even clearly slack rein, the rider sits in the saddle for the transition into canter. While riding canter, the rider either sits in the saddle by slightly leaning forward or uses the half-seat).
- Slowing down to Trot; taking the reins in both hands, (still loose reins), riding on the circle
- Riding circle to circle (the whip doesn't have to be changed)
- Full school, serpentines around barrels
- Getting into canter on a suitable place on the short side (execution see above, reins can be kept in either one or two hands)
- Coming to a halt in the middle of the long side
- Backing-up for approx. one to two horse lengths (by maintaining clearly loose reins, kept in one or two hands)

- Taking reins in one hand and riding several turns in both directions on preferably narrow circles (the rider may turn his horse towards the inside before he starts)
- Stopping, greeting, leaving the arena on a loose rein in Walk (The rider may take the reins in both hands to stop the horse and to leave the arena)

Assessment:

The assessment of the test is based on the balance of horse and rider; refined riding aids; attentive and sensitive reactions of the horse by relaxed, balanced movements.

Furthermore, riding style, seat and handling of the horse, no continuous driving forward, loose, ideally one-handed use of the reins, giving signals.

5. Teaching

5.1 Planning and executing of a Theory lesson

On the first day of the examination, the candidates draw lots of the subjects for the theory lessons. The subjects must be in reference to the theoretical contents of the instructor course.

Before the candidate conducts the theory lesson, he must submit a written composition in form of a short draft version including learning goals and the methodical approach to the clinician.

Duration of the Theory lesson: Approx. 20 minutes

5.2 Practical instruction

Duration: approx. 10 minutes

Goal: Reassurance of basic instructor knowledge

- Catching horse in the herd, putting a halter on, explaining and correcting
- Leading a horse (Walk, halt, turns), explaining and correcting
- Correct tying of a horse, explaining and correcting
- Adjusting of a bridle, explaining and correcting
- Tacking up, explaining and correcting
- Accident prevention when tightening the girth and adjusting the stirrups, explaining and correcting

- Mounting, explaining and correcting
 - **Grooming the horse, including lifting the hooves and cleaning out, 2 parts:**
 - Preparing the horse for riding (without tacking-up), explaining and correcting
 - Taking care of the horse after the ride including untacking, explaining and correcting

The subject will be drawn by lots right before the test. The candidate should be able to react spontaneously to upcoming difficulties and questions the student might have and should have the basic knowledge internalized.

5.3 Practical teaching

Requirements:

The candidate has to recognize good moments and must be able to teach according to the situation. They also have to give all students the possibility to achieve a learning success.

The teaching goal must be clearly recognizable.

Duration:

Approx. 20 minutes. **Subjects will be drawn by lots at the start of day 1 of the examination.**

Students and horses:

Approx. 3 riders in all subjects, 2 riders for the Tölt instruction. Up to 4 candidates per lesson, 2 candidates per lesson for the Tölt instruction. Students and horses must be adequate to the task.

Students Dressage

The riders should have foundational experience in riding dressage. The horses should be able to master the relevant exercises from the principle.

Students Tölt

The riders should have foundational experience in riding Tölt.

Students Signal riding

The riders should have foundational experience in riding in half-seat.

Dressage

Possible requirements:

- Walk
- Posting Trot
- Riding of school figures in Walk and Trot
- Transitions Walk-Halt
- Walk/Trot transitions
- Sitting Trot
- Walk, Trot (sitting trot) and Canter – without stirrups
- Canter, individually and in the group

Tölt

Possible requirements:

- Loosen up the horses
- Walk on a long rein
- Preparing exercises
- Begin of working on Tölt, individually and in the group
- Working on Tölt in the group
- Transitions Walk-Halt
- Transitions Tölt-Walk

Signal riding

Possible requirements:

- Mounting on a slack rein
- Walk
- Halts from Walk and Trot
- Trot individually and in the group
- Backing-up
- Slalom around cones
- Canter individually and in the group

Will motioned to approve the proposal. Leslie seconded. The motion carried unanimously.

Leisure (Lori Cretney, chair)

Nothing to report from Promotions.

Promotion (Emily Potts & Jess Haynsworth, co-chairs)

Nothing to report from Promotions

Quarterly (Nancy Marie Brown & Nikki Esdorn, co-chairs, Leslie Chambers liaison

Sport - (Will Covert, chair)

The final Sanctioned Show of 2018 has been completed and once the show report is received the National Ranking for 2018 will be finalized.

Youth (Kevin Draeger, chair)

Nothing to Report from Youth.

OLD BUSINESS

Website

Emily requested the BOD decide which horse the design team should continue to revise for the logo. Leslie motioned for a vote. Will seconded and proceed with a roll-call vote. Leslie, Kevin, Lori, and Will voted for the newest option. Alex voted for the first design. Kari and Emily were neutral. Emily will ask the design team to continue to revise the latest horse.

NEW BUSINESS

Leisure - Lori Cretney

Lori would like to know who will take over the Sea 2 Shining Sea program. The BOD will consider options for filling Lori's seat and appointing a chair for the leisure committee. Kari asked about the participation in the Sea 2 Shining Sea program. There are 13 riders participating as individuals and 7 teams competing for a total of 47 participants.

EXECUTIVE SESSION

The BOD discussed Linda's vacated seat, as well as the open seat to be filled in January. Will motioned to appoint Sherry Hoover to Linda's vacated seat, which ends in December 2019. Leslie seconded the motion. The motion carried unanimously.

Will asked to be removed as Sport Chair, while he is serving as deputy chief judge for the World Championships. The BOD unanimously approved Asta Covert as interim Sport Chair.

**MEETING ADJOURNED AT 9:18PM EST (WILL COVERT)
NEXT MEETING TUESDAY DECEMBER 18th AT 8:00PM EST**

USIHC General Membership Funds

9/30/18		10/31/18
\$ 2,380.64	Checking	\$ 3,062.87
\$ 101,470.36	Money Market	\$ 97,482.10
\$ 10,083.94	CDs	\$ 10,000.00
\$ 113,934.94	subtotal	\$ 110,544.97
\$ (3,681.53)	Youth Fund	\$ (3,691.25)
\$ (4,000.00)	Judge Scholarship Fund	\$ (4,000.00)
\$ (3,727.85)	World Champ. Team Fund	\$ (3,747.27)
\$ 102,525.56	USIHC Unrestricted Membership Funds	\$ 99,106.45
	Blood Profile Funding Refund	\$ (5,000.00)
	Net Decrease from 9/30/18	
	\$3,419.11	
12/31/17 Balance	Net Decrease from 12/31/17	
\$ 109,439.63	-\$15,333.18	

11/08/18

United States Icelandic Horse Congress Inc.
Balance Sheet Standard
 As of October 31, 2018

	Oct 31, '18
ASSETS	
Current Assets	
Checking/Savings	
Associated Checking acct.	3,062.87
Associated Money Market Acct.	97,482.10
Total Checking/Savings	100,544.97
Other Current Assets	
CD ownd by USIHC mature 10/7/19	2,000.00
CD ownd by USIHC mature 10/7/20	2,000.00
CDs for Judge Scholarship Fund	
CD-matures 4/13/20	3,000.00
CD-matures 10/11/21	3,000.00
Total CDs for Judge Scholarship ...	6,000.00
Total Other Current Assets	10,000.00
Total Current Assets	110,544.97
Other Assets	
Blood Profile Funding Refund	-5,000.00
Total Other Assets	-5,000.00
TOTAL ASSETS	105,544.97
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Unexpended Judge Schlshp. Fund	4,000.00
Unexpended World Champshp F...	3,747.27
Unexpended Youth Funds	3,691.25
Total Other Current Liabilities	11,438.52
Total Current Liabilities	11,438.52
Total Liabilities	11,438.52
Equity	
Opening Bal Equity	96,926.56
Retained Earnings	12,513.07
Net Income	-15,333.18
Total Equity	94,106.45
TOTAL LIABILITIES & EQUITY	105,544.97

**United States Icelandic Horse Congress Inc.
Income & Expense Report
October 2018**

Income		Expense	
Breeding Committee Income			
Evaluation-FEIF fees	100.00		
Competition Inc.			
Sanction Competition fee	75.00		
Interest Income	27.63		
Membership Related Income			
Farm Listing	106.81		
Membership Dues			
Family Memberships	376.86		
Individual Memberships	911.19		
Total Membership Dues	1,288.05		
Quarterly Inc.			
Quarterly Adv. Inc.	217.87		
Total Membership Related Income	1,612.73		
		Membership Related Expenses	
		Administration	
		Mbshp. Postage	30.00
		Office/Supplies Exp.	33.00
		Tax. Prep. Services	375.00
		Total Administration	438.00
		Quarterly Expenses	
		Graphics	1,000.00
		Postage for Quarterly	482.37
		Quarterly Printing	2,410.66
		Total Quarterly Expenses	3,893.03
		Toll Free line	15.05
		Website	16.95
		Total Membership Related Expenses	4,363.03
		Promotional Exp.	
		Promotion Material Printing exp	126.88
		Promotional postage expenses	24.29
		Total Promotional Exp.	151.17
		Regional Club Clinic exp	500.00
Registry Income		Registry Expenses	
Late Stallion Report fees	97.10	Clerical for registry	261.00
Registration fees	147.22	Printing & reproduction-Regist.	229.97
Transfer fees	89.26	Registry Office supplies	62.88
Total Registry Income	333.58	Total Registry Expenses	553.85
Total Income	2,148.94	Total Expense	5,568.05

Net Income (Loss): -3,419.11

United States Icelandic Horse Congress Inc.
Income & Expense Report
January through October 2018
Page 1

<u>Income</u>		<u>Expense</u>	
Breeding Committee Income		Breeding Committee Exp.	
Evaluation-FEIF fees	475.00	Breeding Comm. Equipment Exp.	782.91
Breeding Committee Income - Other	40.00	Breeding Committee Exp. - Other	500.00
Total Breeding Committee Income	<u>515.00</u>	Total Breeding Committee Exp.	<u>1,282.91</u>
Competition Inc.		Competition Comm. Expense	
Sanction Competition fee	600.00	National Ranking Award Expense	629.73
		World Championship Expenses	
		WC 2017 Holland Exp.	10.31
		Competition Comm. Expense - Other	287.86
		Total Competition Comm. Expense	<u>927.90</u>
Education-Riding Badge		Education Seminar exp.	
Riding Badge Inc.	215.04	Judging Seminar exp.	
		2018 Sport Judge Seminar	439.57
		FEIF Conference exp.	
		FEIF 2018 Conference exp.	1,234.54
		FEIF Conf. Airfare exp.	2,400.00
		Total FEIF Conference exp.	<u>3,634.54</u>
Interest Income	182.70	Funding Programs	
		Flagship Funding exp.	
		Flagship Event - Evaluation	1,992.00
		Flagship Event - Sanction Show	2,750.00
		Total Flagship Funding exp.	<u>4,742.00</u>
Leisure Committee Income		Leisure Committee Expense	
S2SS income	26.00	S2SS 2018/19 program expenses	460.54
		S2SS 2017/18 program expense	1,721.73
		Total Leisure Committee Expense	<u>2,182.27</u>
Membership Related Income		Membership Related Expenses	
Farm Listing	2,789.22	Administration	
Membership Dues		Mbshp. Postage	122.32
Family Memberships	5,829.13	Office/Supplies Exp.	36.49
Individual Memberships	13,668.92	Tax. Prep. Services	375.00
Youth membership	403.64	Total Administration	<u>533.81</u>
Total Membership Dues	<u>19,901.69</u>	 	
		Annual Meeting Exp.	
		2019 Boston Annual Meeting exp.	2,000.00
		2018 Denver Annual Mtg. exp.	2,307.32
		Total Annual Meeting Exp.	<u>4,307.32</u>

United States Icelandic Horse Congress Inc.
Income & Expense Report
January through October 2018
Page 2

Income		Expense	
		FEIF related expenses	
		FEIF Mbshp fees	2,635.14
		Insurance	715.00
		Quarterly Expenses	
Quarterly Inc.		Graphics	3,000.00
Quarterly Adv. Inc.	5,009.05	Postage for Quarterly	1,440.06
Quarterly back issue sales	20.00	Quarterly Printing	7,241.49
Total Quarterly Inc.	5,029.05	Total Quarterly Expenses	11,681.55
		Toll Free line	133.70
		Website	6,817.80
		WorldFengur Exp.	1,872.64
Total Membership Related Income	27,719.96	Total Membership Related Expenses	28,696.96
		Promotional Exp.	
		Ambassador award	285.00
Other Income	-0.30	Promotion Material Printing exp	381.13
		Promotional Advertising	1,505.01
		Promotional postage expenses	103.53
		RC Co-op promo exp.	590.00
		Promotional Exp. - Other	213.77
		Total Promotional Exp.	3,078.44
		Regional Club Clinic exp	2,250.00
		Registry Expenses	
Registry Income		Clerical for registry	2,463.00
Duplicate Registration fees	150.00	Printing & reproduction-Regist.	229.97
Late Stallion Report fees	888.10	Reg. WorldFengur Sbscrptn exp.	141.57
Registration fees	2,967.02	Registry Office supplies	156.36
Transfer fees	1,938.36	Registry Postage	368.61
Total Registry Income	5,943.48	Total Registry Expenses	3,359.51
		Youth Committee Exp.	
USIHC Non-Member fees	420.48	Spaeri Award	150.00
		FEIF Youth Cup Exp.	
Youth Committee Inc.		2018 FEIF Youth Cup Exp.	811.44
Youth Cup Tryout Fees	600.00	Total Youth Committee Exp.	961.44
Total Income	36,222.36	Total Expense	51,555.54

Net Income (Loss): -15,333.18



Board Conference Call

Minutes December 18, 2018

8:00PM (Eastern)

BOARD MEMBERS:

PRESENT: Leslie Chambers, Will Covert, Lori Cretney, Alex Dannenmann, Kevin Draeger, Jessica Haynsworth, Sherry Hoover, Emily Potts, and Kari-Pietsch Wangard

OBSERVERS: Carrie Brandt, Caeli Cavanagh, Laura Benson, Janet Mulder, Coralie Denmeade and Virginia Lauredsen.

Will called the meeting to order at 8:05 EST.

SECRETARY'S REPORT (Kevin Draeger)

The USIHC lists 689 members in 507 households as of December 16, 2018.

TREASURER'S REPORT (KARI PIETSCH-WANGARD)

The monthly financial statements now include a detailed breakdown of the cash owned by the Congress. The key figures from the breakdown are:

<u>Combined bank account balances as of 11/30/18:</u>	\$ 113,215.21
<u>Unrestricted funds as of 11/30/18:</u>	\$ 101,440.68
<u>Net Increase from 10/31/18:</u>	\$ 2,334.23
<u>Net Decrease from 12/31/17:</u>	-\$12,998.95

STANDING COMMITTEE REPORTS

Affiliated Clubs (Leslie Chambers, chair)

Affiliated Club Committee Report for December 18, 2018

Chair: Leslie Chambers

Members: N=33

Regional Club Clinics/Schooling Shows - Policy #31, 2018

The following regional clubs have received their Policy #31 funds for 2018 (*funds on the way):

1. Alaska IHA
2. Cascade IHC
3. Flugnir IHC

4. NEIHC
5. NWIHC
6. Saint Skutla IHC
7. Toppur IHC
8. Klettafjalla IHC
9. Hestafolk
10. Glitfaxes IHC*

No further events are possible for 2018.

The ACC has voted to seek renewal of Policy #31 for 2019 without revision

(Votes for: Alaska IHA, Cascade IHC, Hestafolk, Flugnir IHC, Glitfaxes IHC, St. Skutla IHC, Klettafjalla IHC, NWIHC, Sirius, FIRC, NEIHC, Toppur and Gaedingar Club. There were no votes against.)

Annual Meeting Update:

The NEIHC is hosting the USIHC Annual Meeting in Boston January 19, 2019 at the Hilton at Logan Airport.

Two Speakers are scheduled:

Nancy Marie Brown - "Horses in the Sagas"

Svanhildur Hall - "Setting Clear Breeding Goals and How to Achieve Them"

Lunch will be provided.

We have a special room rate of \$129/night but you must book before 12/19/18.

Please use this link to book your room: www.bit.ly/USIHC2019

12/15/18 LKC

Breeding (Sherry Hoover, chair)

Breeding Committee Report, December 2018

Thank you to Linda Templeton for her time and work with the USIHC Board. I look forward to working with the breeding committee to continue the work we started last year.

Thank you Kevin Draeger for forwarding the FEIF breeding show information to me.

The letter stated that FEIF in 2018 decided to test out in 2019 a new way of selecting judging panels to the breeding shows in all countries for 2019. We have met the first deadline of submitting our 2019 plans for two breeding evaluation shows. I am grateful to the hosts who were able to firm up dates and information to meet the FEIF deadlines. Two breeding evaluation shows in 2019 is exciting news for the USIHC and the Icelandic horse community in the US.

2019 USIHC breeding evaluation shows:

September 1st and 2nd 2019

Cobleskill Fairgrounds

Cobleskill, New York,

Contact/Host is Martina Gates

September 12th and 13th 2019,
followed by a sport show September 14th and 15th.
Harmony Icelandics
3263 Rustic Ave
Peru, Iowa
Contact/Host is Virginia Lauridsen

Respectfully submitted by
Sherry Hoover

Will asked whether the measuring stick used for breeding evaluations may be sent from Virginia Lauredsen to him to inspect and determine whether it needs replacing or repair. All were in favor. Will is also going to see if it is possible to fit all tools in a smaller carrying case in the future in order to reduce shipping costs.

Education (Alex Dannenmann, chair)

No report received.

Leisure (Lori Cretney, chair)

Janet Mulder has agreed to take the open board seat and run the Leisure Committee starting January 1, 2019.

The Sea 2 Shining Sea riding is continuing and the riders are making good progress.

Promotion (Emily Potts & Jess Haynsworth, co-chairs)

See website update in old business.

Quarterly (Nancy Marie Brown & Nikki Esdorn, co-chairs, Leslie Chambers liaison)

No report received.

Sport - (Will Covert, chair)

No report received.

Youth (Kevin Draeger, chair)

The youth committee is continuing to accept Spaeri Award entries until December 31st. The 2019 North American Youth Cup will take place at Red Feather Icelandics in Trout Lake, WA July 14th-21st. The deadline for applications is March 15th. Applications can be found at <https://redfeathericelandics.squarespace.com/application-materials/>

OLD BUSINESS

Website

Please see wireframe layout for the website home page and site map.

Kari asked about the difference between the “join now” and “register now” buttons. Emily explained that they both allow visitors to join the congress. The goal is to provide many avenues for visitors to join.

Site Map

Membership

Join Us

Affiliated Clubs

Farm List

Quarterly Magazine

Breed

The Icelandic Horse Registry

Awards

Breeding Standards

Search Horses

Breeding Events

WorldFengur

Ride

Sea 2 Shining Sea Ride

Competition

Horse Trainers

Rider Badge Program

Youth

About

USIHC

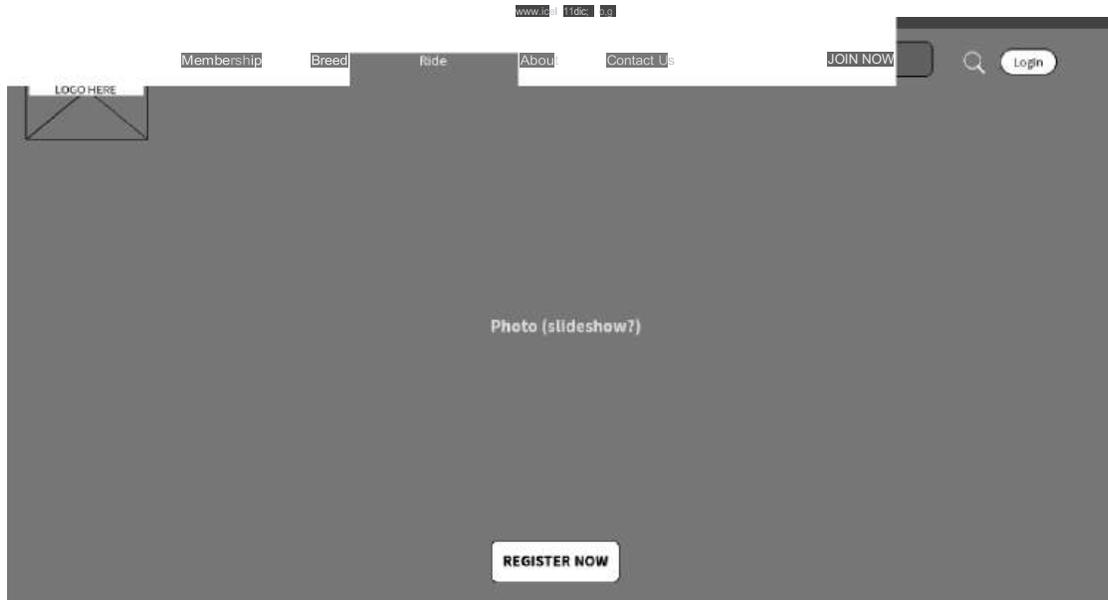
Constitution Minutes

Board of Directors Committees

FEIF

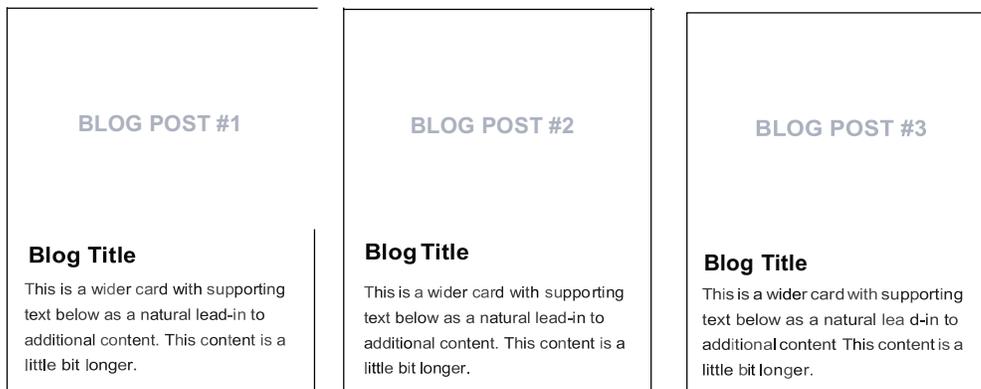
Contact Us

Wireframe Layout



The United States Icelandic Horse Congress maintains the Registry of Icelandic Horses in the U.S., sponsors U.S. participation in international competitions, and regulates breeding and competition activities within the U.S. in accordance with FEIF rules. It furthers knowledge of the Icelandic Horse within the U.S., promotes its correct use as a competition and pleasure riding horse, and provides a network in which to share information on events and services among Icelandic Horse owners. Prospective owners should first read our buyer's checklist.

The USIHC currently lists 688 members in 512 households. Members receive The Icelandic Horse Quarterly, and are eligible to vote and to serve on USIHC committees. We encourage individuals interested in the Icelandic Horse in the U.S. to join.



NEW BUSINESS

Proposed Amendment to US Instructor Level 1 Program

Current language:

Examiners will be appointed by the examination board. Examiners have to fulfill the following minimum requirements:

- *Current sport judges license*
- *Certified Trainer/Instructor with higher level than level to examine*
- *Experience in taking examinations*

The current examination board to start with is consisting of FEIF International Judges and Trainers Alexandra Dannenmann and Will Covert, in function as FEIF representatives.

Proposed language: *Candidates for FEIF Trainer Level 1 will be evaluated by a judging panel comprised of one International Sport Judge and one FEIF Trainer Level III or higher.*

The BOD agreed to allow the education committee to discuss this issue and bring it back to the BOD for a final decision.

Proposed Amendment to Policy #9

- Except for the Sport Committee, the membership in committees shall be open to any member of the Congress. With regard to the Sport Committee, membership is restricted to those persons who have attended certain educational seminars. A Board member may belong to any Committee without satisfying any prerequisites.
- A Committee chair may remove from membership any member (other than a Board member) who has not participated in the discussions or work of the Committee for a period of six months. The Committee chair shall give 30 days notice of the proposed removal to the member in question so that the member may provide reasons for his/her non-participation if he/she wishes to continue to belong to the Committee.
- A Committee chair may remove from membership any member (other than a Board member) who has behaved inappropriately in the discussions or work of the Committee. The Committee chair shall give 30 days notice of the proposed removal to the member in question so that the member may provide an explanation for his/her actions if he/she wishes to continue to belong to the Committee.
- Committee members shall be current USIHC members.
- Members will be immediately added to a Committee upon request to the Chair as long as they meet eligibility requirements. New members may not participate in an ongoing vote upon arrival to the Committee. They are to observe only for the first 30 days of their membership on the Committee.

Will motioned to approve the amendment. Sherry seconded. None were opposed.

Sherry and Leslie will work on further amendments for the BOD.

Proposed Amendment to Standard Code of Conduct/Ethics and Rubric (Policy #36)

**Policy # 36 Standard of Conduct (Ethics Code)
United States Icelandic Horse Congress
Board of Directors Statement of Expectations**

1. Fiduciary Duties and General Responsibilities

Each Director shall be familiar with the general principles and practices of Board governance. In particular, each Director acknowledges the duties of care, loyalty, and obedience.

The Duty of Care. The duty of care describes the level of competence expected of a director. State nonprofit corporate laws offer various definitions of this duty in suitable legalese, but they all come down to the importance of directors making good decisions with reasonable care. Directors need to recognize they should retain people to provide the necessary wisdom, skill, and expertise to enact the organization's program and mission. Directors also need to establish policies and procedures to avoid risks to the organizations' financial well-being.

The Duty of Loyalty. The duty of loyalty is the standard of faithfulness to the organization. When making decisions, a Director must put the organization first. This duty is the basis for conflict of interest policies that are designed to prevent board members from enriching themselves, their families, and their friends at the expense of the organization and from favoring one segment of the organization over another.

The Duty of Obedience. The duty of obedience requires Directors to be true to the organization's mission. Board members can exercise their own reasoned judgment in how the organization can best archive its mission. However, they cannot act in a manner that is inconsistent with that mission. This duty is based on the principle that the membership and the public at large must be able to act in confidence that what they are told about the organization is true. If there is a discrepancy between the Directors' understanding of the organization's mission and that of the membership and the public at large, the result is the loss of institutional integrity.

Each Director shall have read and understand the Mission Statement, Articles of Incorporation, Constitution, and Policies of the USIHC.

Each Director shall understand the organization's general financial condition. Each Director shall serve on at least one Committee

2. Attendance

Board and Committee meetings shall be conducted in a spirit of openness, honesty, and collegiality. Each Director is expected to attend at least 75% of all Board meetings and conference calls and an equal percentage of the meetings of each committee to which the Director is assigned. Each Director is responsible for following up with the President of the Board on the substance of any meeting missed.

Each Director is expected to attend the Annual USIHC Member's meeting.

Each Director is expected to be active on the Board and assigned Committee email discussion groups. Unless prior notice is given or extenuating circumstances exist, Board members shall check their Congress related email daily.

3. Advocacy

Directors shall act as advocates for the USIHC among its members. In addition, Directors shall be supportive in promoting the organization to prospective members and within the community in general. In this regard, each Director shall make every effort to attend the Annual Members Meeting and any other functions designated as significant by the President of the Board.

4. Confidentiality and Communications

The work and deliberations of the Board and Committees are confidential; except to the extent decisions are publicly disseminated through the Board's authorized process.

The President of the Board and other duly authorized persons **shall** be the only official spokespersons for the organization. Any Director contacted by the media or others in regard to any matter related to the organization or the Board shall not comment on that matter and shall refer all inquires to such spokespersons.

5. Conflicts of Interest

The Directors shall exercise the utmost good faith in all transactions touching upon their duties to the organization and its property. In their dealings with and on behalf of the organization, they are held to a strict rule of honest and fair dealing between themselves and the organization. They shall not use the positions as Directors, or knowledge gained therefrom, so that a conflict might arise between the organization's interest and that of any individual Director.

A conflict of interest arises in any situation in which a Director (and his or her immediate family or employer) is involved in an activity that could adversely affect his or her judgment with respect to the business of the organization or otherwise diminish the interest of the organization. When such a conflict arises, the individual with the conflict is expected to disclose in writing the existence of the conflict.

6. Work Product

Any and all work product produced by a Director during their tenure on the USIHC board, shall be property of the USIHC only.

7. Professionalism

Each Director will conduct themselves professionally; follow the principles, expectations, policies and procedures of the organization. A Director is independent, objective, adds value to and improves an organization's operations.

Each Director will respect their peers, the membership and communicate respectfully.

Acknowledged as of _____ . _____
(Director's Term (start – finish))



United States Icelandic Horse Congress
Code of Ethics - Rubric

	Criteria	Letter of apology to BOD	Loss of voting privileges for one month	Loss of voting privileges for two months	Removal from all chair and officer positions	Removal from BOD
Article 9	<p>Each Director is expected to attend at least 75% of all Board meetings and conference calls and an equal percentage of the meetings of each committee to which the Director is assigned.</p> <p>Each Director is expected to attend the Annual US IHCM member's meeting. Each Director is expected to be active on the Board and assigned Committee email discussion groups. Unless prior notice is given or extenuating circumstances exist, Board members shall check their Congress related email daily.</p> <p>Attendance for each Director is evaluated at the end of every calendar year.</p>	<p>Annual attendance less than 75%</p> <p>Absent from annual meeting.</p>	Annual attendance less than 60%	Annual attendance less than 50%	Annual attendance less than 40%	Annual attendance less than 30%
Article 10	<p>The work and deliberations of the Board and Committees are confidential; except to the extent decisions are publicly disseminated through the Board's authorized process, The President of the Board and other duly authorized persons shall be the only official spokespersons for the organization. Any Director contacted by the media or others in regard to any matter related to the organization or the Board shall not comment on that matter and shall refer all inquiries to such spokespersons.</p>	Unauthorized dissemination of confidential information that is deemed ultimately inconsequential by the BOD	Unauthorized dissemination of confidential information that is deemed harmful by the BOD	Repeat offense of unauthorized dissemination of confidential information that is deemed harmful by the BOD	Third offense of unauthorized dissemination of confidential information that is deemed harmful by the BOD	Fourth offense of unauthorized dissemination of confidential information that is deemed harmful by the BOD

Professionalism	<p>Each Director will conduct themselves professionally; follow the principles, expectations, policies and procedures of the organization. A Director is independent, objective, adds values and improves an organization's operations.</p> <p>Each Director will respect their peers, the membership and communicate respectfully.</p>	Unprofessional conduct with little detriment to the organization	Unprofessional conduct that is damaging to the organization such as disrespecting peers or membership	Unprofessional conduct that is damaging to the organization and/or discriminates against or excludes members	Unprofessional conduct that is damaging to the organization such as making unilateral decisions or not consulting the BOD.	Unprofessional conduct that is damaging to the organization, blatantly not following policy and procedures and disrespecting peers or membership.
Conflicts of Interest	<p>The Directors shall exercise the utmost good faith in all transactions touching upon their duties to the organization and its property. In their dealings with and on behalf of the organization, they are held to a strict rule of honest and fair dealing between themselves and the organization. They shall not use the positions as Directors, or knowledge gained therefrom, so that a conflict might arise between the organization's interest and that of any individual Director. A conflict of interest arises in any situation in which a Director (and his or her immediate family or employer) is involved in an activity that could adversely affect his or her judgment with respect to the business of the organization or otherwise diminish the interest of the organization. When such a conflict arises, the individual with the conflict is expected to disclose in writing the existence of the conflict.</p>	Failure to disclose a conflict of interest	Failure to disclose a conflict of interest on more than one occasion	Failure to disclose more than two conflicts of interest	Failure to disclose more than three conflicts of interest	Repeated exploitation of conflicts of interest detrimental to the organization

Lori motioned to approve the amendment. Leslie seconded. None were opposed. The motion carried unanimously.

Budget Call: The budget call will be February 12th at 8 PM EST. The treasurer needs budget items from committees by January 31st.

EMAIL VOTE:

Kevin motioned on December 13th at 5:03 EST to abide by Policy #9 and immediately accept all current members who had requested to be added to the education committee. The motion carried with the following vote tally.

In favor: Leslie Chambers, Will Covert, Lori Cretney, Kevin Draeger, Sherry Hoover, Emily Potts, and Kari-Pietsch Wangard

Against: Alex Dannenmann

No response: Jessica Haynsworth

USIHC General Membership Funds

10/31/18		11/30/18
\$ 3,062.87	Checking	\$ 5,721.89
\$ 97,482.10	Money Market	\$ 97,493.32
\$ 10,000.00	CDs	\$ 10,000.00
\$ 110,544.97	subtotal	\$ 113,215.21
\$ (3,691.25)	Youth Fund	\$ (3,856.76)
\$ (4,000.00)	Judge Scholarship Fund	\$ (4,000.00)
\$ (3,747.27)	World Champ. Team Fund	\$ (3,917.77)
\$ 99,106.45	USIHC Unrestricted Membership Funds	\$ 101,440.68
	Blood Profile Funding Refund	\$ (5,000.00)
	Net Increase from 10/31/18	
	\$2,334.23	
12/31/17 Balance	Net Decrease from 12/31/17	
\$ 109,439.63	-\$12,998.95	

12/12/18

United States Icelandic Horse Congress Inc.
Balance Sheet Standard
 As of November 30, 2018

	Nov 30, '18
ASSETS	
Current Assets	
Checking/Savings	
Associated Checking acct.	5,721.89
Associated Money Market Acct.	97,493.32
Total Checking/Savings	103,215.21
Other Current Assets	
CD ownd by USIHC mature 10/7/19	2,000.00
CD ownd by USIHC mature 10/7/20	2,000.00
CDs for Judge Scholarship Fund	
CD-matures 4/13/20	3,000 .00
CD-matures 10/11/21	3,000.00
Total CDs for Judge Scholarship ...	6,000.00
Total Other Current Assets	10,000.00
Total Current Assets	113,215.21
Other Assets	
Blood Profile Funding Refund	-5,000.00
Total Other Assets	-5,000.00
TOTAL ASSETS	108,215.21
LIABILITIES & EQUITY	
Liabilities	
Current Liabilities	
Other Current Liabilities	
Unexpended Judge Schlshp. Fund	4,000.00
Unexpended World Champshp F...	3,917.77
Unexpended Youth Funds	3,856.76
Total Other Current Liabilities	11,774.53
Total Current Liabilities	11,774.53
Total Liabilities	11,774.53
Equity	
Opening Bal Equity	96,926.56
Retained Earnings	12,513.07
Net Income	-12,998.95
Total Equity	96,440.68
TOTAL LIABILITIES & EQUITY	108,215.21

United States Icelandic Horse Congress Inc.
Income & Expense Report
November 2018

Income		Expense	
Competition Inc.		Funding Programs	
Sanction Competition fee	375.00	Flagship Funding exp.	
		Flagship Event - Sanction Show	500.00
Interest Income	11.22		
Membership Related Income		Membership Related	
Expenses Farm Listing	106.81	Administration	
Membership Dues		Mbshp. Postage	6.70
Family Memberships	379.05	Toll Free line	15.05
Individual Memberships	1,311.36	Website	185.95
Total Membership Dues	1,690.41	Total Membership Related Expenses	207.70
 Quarterly Inc.			
Quarterly Adv. Inc.	450.00		
 Total Membership Related Income	2,247.22		
 Registry Income		Registry Expenses	
Late Stallion Report fees	96.80	Clerical for registry	75.00
Registration fees	320.16	Registry Office supplies	24.77
Transfer fees	161.30	Registry Postage	70.00
Total Registry Income	578.26	Total Registry Expenses	169.77
Total Income	3,211.70	Total Expense	877.47

Net Income: 2,334.23

United States Icelandic Horse Congress Inc.
Income & Expense Report
January through November 2018
Page 1

Income		Expense	
Breeding Committee Income		Breeding Committee Exp.	
Evaluation-FEIF fees	475.00	Breeding Comm. Equipment Exp.	782.91
Breeding Committee Income - Other	40.00	Breeding Committee Exp. - Other	500.00
Total Breeding Committee Income	515.00	Total Breeding Committee Exp.	1,282.91
		Competition Comm. Expense	
Competition Inc.		National Ranking Award Expense	629.73
Sanction Competition fee	975.00	World Championship Expenses	
		WC 2017 Holland Exp.	10.31
		FEIF WR fee	287.86
		Total Competition Comm. Expense	927.90
Education-Riding Badge		Education Seminar exp.	
Riding Badge Inc.	215.04	Judging Seminar exp.	
		2018 Sport Judge Seminar	439.57
Interest Income	193.92	FEIF Conference exp.	
		FEIF 2018 Conference exp.	1,234.54
		FEIF Cont. Airfare exp.	2,400.00
		Total FEIF Conference exp.	3,634.54
		Funding Programs	
		Flagship Funding exp.	
		Flagship Event - Evaluation	1,992.00
		Flagship Event • Sanction Show	3,250.00
		Total Flagship Funding exp.	5,242.00
Leisure Committee Income		Leisure Committee Expense	
S2SS income	26.00	S2SS 2018/19 program expenses	460.54
		S2SS 2017/18 program expense	1,721.73
		Total Leisure Committee Expense	2,182.27
Membership Related Income		Membership Related Expenses	
Farm Listing	2,896.03	Administration	
		Mbshp. Postage	129.02
		Office/Supplies Exp.	36.49
		Tax. Prep. Services	375.00
		Total Administration	540.51
Membership Dues		Annual Meeting Exp.	
Family Memberships	6,208.18	2019 Boston Annual Meeting exp.	2,000.00
Individual Memberships	14,980.28	2018 Denver Annual Mtg. exp.	2,307.32
Youth membership	403.64	Total Annual Meeting Exp .	4,307.32
Total Membership Dues	21,592.10	FEIF related expenses	
		FEIF Mbshp fees	2,635.14

United States Icelandic Horse Congress Inc.
Income & Expense Report
January through November 2018
Page2

Income		Expense	
		Insurance	715.00
Quarterly Inc.		Quarterly Expenses	
Quarterly Adv. Inc.	5,459.05	Graphics	3,000.00
Quarterly back issue sales	20.00	Postage for Quarterly	1,440.06
Total Quarterly Inc.	<u>5,479.05</u>	Quarterly Printing	7,241.49
Total Membership Related Income	29,967.18	Total Quarterly Expenses	<u>11,681.55</u>
		Toll Free line	148.75
		Website	7,003.75
		WorldFengur Exp.	1,872.64
		Total Membership Related Expenses	<u>28,904.66</u>
Other Income (Paypal deposit error)	-0.30	Promotional Exp.	
		Ambassador award	285.00
		Promotion Material Printing exp	381.13
		Promotional Advertising	1,505.01
		Promotional postage expenses	103.53
		RC Co-op promo exp.	590.00
		Promotional Exp. - Other	213.77
		Total Promotional Exp.	<u>3,078.44</u>
		Regional Club Clinic exp	2,250.00
Registry Income		Registry Expenses	
Duplicate Registration fees	150.00	Clerical for registry	2,538.00
Late Stallion Report fees	984.90	Printing & reproduction-Regist.	229.97
Registration fees	3,287.18	Reg. WorldFengur Sbscrptn exp.	141.57
Transfer fees	<u>2,099.66</u>	Registry Office supplies	181.13
Total Registry Income	6,521.74	Registry Postage	438.61
		Registry Expenses - Other	0.00
		Total Registry Expenses	<u>3,529.28</u>
USIHC Non-Member fees	420.48	Youth Committee Exp .	
		Spaeri Award	150.00
		FEIF Youth Cup Exp.	
		2018 FEIF Youth Cup Exp.	811.44
Youth Committee Inc.		Total Youth Committee Exp.	<u>961.44</u>
Youth Cup Tryout Fees	600.00		
Total Income	39,434.06	Total Expense	52,433.01

Net Income (Loss): -12,998.95

United States Icelandic Horse Congress Inc.

**Income & Expense
January through December 2018**

Breeding Committee Income			
Evaluation-FEIF fees	475.00	0.00	will be offset by FEIF fees paid in 2019
Breeding Committee Income - Other	40.00	0.00	chips
Total Breeding Committee Income	<u>515.00</u>	<u>0.00</u>	515.00
Competition Inc.			
Sanction Competition fee	975.00	600.00	
Total Competition Inc.	<u>975.00</u>	<u>600.00</u>	375.00
Education-Riding Badge			
Riding Badge Inc.	215.04	200.00	
Total Education-Riding Badge	<u>215.04</u>	<u>200.00</u>	15.04
Interest Income	193.92	250.00	-56.08
Leisure Committee Income			
S2SS income	26.00	0.00	
Total Leisure Committee Income	<u>26.00</u>	<u>0.00</u>	26.00
Membership Related Income			
Farm Listing	2,896.03	2,800.00	
Membership Dues			
In Paypal account	1,660.97		Comb . Farm , Ind . & Family fees in paypal account
Family Memberships	6,208.18	6,500.00	
Foreign Friends	0.00	140.00	
Individual Memberships	15,205.28	15,000.00	
Youth membership	403.64	375.00	
Total Membership Dues	<u>23,478.07</u>	<u>22,015.00</u>	1,463.07
Quarterly Inc.			
Quarterly Adv. Inc.	5,534.05	5,475.00	
Quarterly back issue sales	20.00	0.00	
Total Quarterly Inc.	<u>5,554.05</u>	<u>5,475.00</u>	
Total Membership Related Income	31,928.15	30,290.00	1,638.15
Registry Income			
Duplicate Registration fees	150.00	150.00	
Late Stallion Report fees	984.90	1,000.00	
Registration fees	3,461.15	3,400.00	
Transfer fees	4,459.66	2,300.00	
Total Registry Income	<u>9,055.71</u>	<u>6,850.00</u>	2,205.71
USIHC Non-Member fees	420.48	400.00	20.48
Youth Committee Inc.			
Youth Cup Tryout Fees	253.06	0.00	
Total Youth Committee Inc.	<u>253.06</u>	<u>0.00</u>	253.06 App fees less video judge fees
Total Income	<u>43,582.36</u>	<u>38,590.00</u>	4,992.36

United States Icelandic Horse Congress Inc.

Income & Expense
January through December 2018
Page 2

Expense	Actual	Budgeted	Variance
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United States Icelandic Horse Congress Inc.

Income & Expense
January through December 2018
Page 2

Expense	Actual	Budgeted	Variance
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Breeding Committee Exp.			
Breeding Comm . Equipment Exp.	782.91	240.00	Purchased new calipers
Cantella Award	0.00	60.00	For 2018
Elwell Award	0.00	60.00	For 2018
Breeding Committee Exp. - Other	500.00	500.00	Breeding Education funding
Total Breeding Committee Exp.	1,282.91	860.00	422.91

Competition Comm. Expense			
IceTest annual fee	811.34	490.00	
National Ranking Award Expense	629.73	675.00	
World Championship Expenses			
WC 2017 Holland Exp.	10.31	0.00	
Total World Championship Expenses	10.31		
WR Fee	287.86	287.86	
Total Competition Comm . Expense	1,739.24	1,452.86	286.38

Education Seminar exp.			
Judging Seminar exp.			
2018 Sport Judge Seminar	439.57	1,000.00	-560.43

Expense	Actual	Budgeted	Variance
FEIF Conference exp.			
FEIF 2018 Conference exp.	1,234.54		
FEIF Conf. Airfare exp.	2,400.00		
Total FEIF Conference exp.	3,634.54	4,080.00	-445.46 Combined

Funding Programs			
Flagship Funding exp.			
Flagship Event - Evaluation	1,992.00	2,000.00	
Flagship Event - Sanction Show	3,250.00	3,250.00	
Total Flagship Funding exp.	5,242.00		
Total Funding Programs	5,242.00	5,250.00	-8.00

Leisure Committee Expense			
S2SS 2018/19 program expenses	460.54	597.50	
S2SS 2017/18 program expense	1,721.73	1,286.44	
Total Leisure Committee Expense	2,182.27	1,883.94	298.33

Membership Related Expenses			
Administration			
Mbshp . Postage	129.02	350.00	Includes member packets
Office/Supplies Exp.	36.49	75.00	
Tax. Prep. Services	375.00	375.00	
Total Administration	540.51	800.00	-259.49
Annual Meeting Exp.			
2019 Boston Annual Meeting exp.	2,188.13	0.00	deposit
2018 Denver Annual Mtg. exp.	2,307.32	2,742.00	
Total Annual Meeting Exp.	4,495.45	2,742.00	1,753.45
FEIF related expenses			
FEIF Mbshp fees	2,635.14	2,635.14	
Total FEIF related expenses	2,635.14	2,635.14	0.00
Insurance	715.00	750.00	

United States Icelandic Horse Congress Inc.

Income & Expense
January through December 2018

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<u>Expense</u>	<u>Actual</u>	<u>Budgeted</u>	<u>Variance</u>
Quarterly Expenses			
Graphics	3,000.00	4,000.00	
Postage for Quarterly	1,440.06	1,650 .00	
Quarterly Printing	7,241.49	10,550.00	includes envelopes for mailing
Total Quarterly Expenses	11 ,681.55	16,200.00	-4,518.45 Actual is for 3 issues
Toll Free line	163.80	155.40	
Website	7,020.70	500.00	
WorldFengur Exp.	1,872.64	525.00	Big increase
Total Membership Related Expenses	29,124.79	24,307.54	4,817.25
Promotional Exp.			
Ambassador award	285.00	300.00	
Promotion Brochure Printing exp	0.00	500.00	
Promotion Material Printing exp	381.13	0.00	
Promotional Advertising	1,505.01	1,600.00	
Promotional postage expenses	103.53	500.00	
RC Co-op promo exp.	590.00	750.00	
Promotional Exp. - Other	213.77	893.00	Logo re-brand + banners
Total Promotional Exp.	3,078.44	4,543.00	-1,464.56
Regional Club Clinic exp	2,500.00	3,500.00	-1,000.00
Registry Expenses			
Clerical for registry	2,849.00	2,500.00	
Printing & reproduction-Regist.	229.97	450.00	
Reg. WorldFengur Sbscrptn exp.	141.57	136.00	
Registry Office supplies	181.13	125.00	
Registry Postage	561.66	325.00	
Total Registry Expenses	3,963.33	3,536.00	427.33
Youth Committee Exp.			
Spaeri Award	150.00	150.00	
FEIF Youth Cup Exp.			
2018 FEIF Youth Cup Exp.	1,158.38	1,000 .00	Country Leader/Iceberg award
Total FEIF Youth Cup Exp.	1,158.38	1,000 .00	158.38
Total Youth Committee Exp.	1,308.38	1,150.00	
Total Expense	54,495.47	51,563.34	
	-10,913.11	-12,973.34	2,060.23