



USIHC Board Conference Call

Minutes January 10, 2019

8:00PM (Eastern)

BOARD MEMBERS:

PRESENT: Leslie Chambers, Will Covert, Sherry Hoover, Janet Mulder, Emily Potts, and Kari-Pietsch Wangard

OBSERVERS: Carrie Brandt, Caeli Cavanagh, Lori Cretney, Nikki Sue Flanigan, Virginia Lauridsen, Maria Octavio, Ebba Meehan, Jana Meyers, Linda Templeton, Jane Thomas, and Alexandra Venable

Will called the meeting to order at 8:05 EST.

SECRETARY'S REPORT (Sherry Hoover)

The USIHC lists 683 members in 508 households as of January 6, 2019

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:

Combined bank account balances as of 12/31/18:	\$ 112,434.11
Unrestricted funds as of 10/31/18:	\$ 100,625.30
Net Decrease from 11/30/18:	- \$ 815.38
Net Decrease from 12/31/17:	-\$13,814.33

Fill Vacant USIHC BOD positions

Kari made the motion for Linda Templeton to complete Jessica Haynsworth's final year of her term ending in 2019. The motion was seconded by Leslie Chambers. The vote was called and the motion passed unanimously.

Leslie made the motion for Lori Cretney to complete Kevin Draeger's remaining 2 years of his term ending in 2020. Janet seconded the motion. The vote was called and the motion passed unanimously.

Will stated that the open vacant board seat is from Alex Dannenmann's resignation today and is a 1 year term ending in 2019. The open board seat was tabled.

Election of 2019 USIHC BOD officers

Kari made the motion to nominate Will Covert as USIHC President. Leslie seconded the motion. The vote was called and the motion passed unanimously.

Linda Templeton made the motion to nominated Lori Cretney as USIHC Vice-President. Leslie seconded the motion. The vote was called and the motion passed unanimously.

Leslie nominated Kari Pietsch-Wangard as USIHC Treasurer. Linda seconded the motion.

The vote was called and the motion passed unanimously.

Leslie nominated Sherry Hoover as USIHC Secretary. Lori seconded the motion. The vote was called and the motion passed unanimously.

Selection of USIHC 2019 BOD Committee Chairman positions

Affiliated Clubs: Kari nominated Leslie to return as chairman of the Affiliated Clubs Committee. Will seconded the motion and the motion passed unanimously.

Breeding Committee: Will nominated Sherry Hoover as chairman of the Breeding Committee. Linda seconded the motion and the motion passed unanimously.

Education Committee: Linda nominated Will and Kari to be co-chairmen of the Education Committee. Leslie seconded the motion. Before calling for the vote the board discussed the nomination. The BOD members pointed out that Kari has been a member of the education committee for 10 years. Will with his judging experience and his plans to attend the FEIF meeting in February warranted both of them highly qualified to lead the education committee. The vote was called and the motion passed unanimously. The new Education Committee Co-Chairmen will send an email letter of introduction to the Education Committee.

Leisure Committee: Leslie nominated Janet Mulder as chairman of the Leisure Committee. Lori seconded the motion and the motion passed unanimously.

Quarterly: Leslie nominated Nancy Brown and Nicki Esdorn as Chairmen of the Quarterly. Will seconded the vote. The motion passed unanimously. Will nominated Leslie Chambers to continue as the USIHC BOD liaison to the Quarterly. Linda seconded the motion and the motion passed unanimously.

Promotion Committee: Kari nominated Emily Potts to continue as Chairman of the Promotion Committee. Will seconded the motion and the motion passed unanimously.

Sport Committee: Kari nominated Will Covert as Chairman of the Sport Committee with Asta Bjarnadóttir-Covert serving as the interim chairman until after the 2019 World Championships. Will is serving as Deputy Chief of Sport for the 2019 World Championships. Lori seconded the motion and the motion passed unanimously. Will nominated Lori Cretney to serve as the USIHC BOD liaison until Will returns as Chairman. Linda seconded the motion and the motion passed unanimously.

Youth Committee: Will nominated Linda Templeton as Chairman of the Youth Committee. Leslie seconded the motion. It was noted that the Youth Cup with US and Canadian youth will be held at Red Feather Icelandics. Kari mentioned that Linda would need to abstain from voting on monetary requests from the USIHC. Monetary requests for the Youth Cup could be made by the staff of Red Feather Icelandics. The motion passed unanimously.

Agenda for the USIHC Annual Meeting January 18, 2019, Boston, MA

At the request of Janet, who is on Alaska time and needed to go to work the board agreed during the meeting to jump to New Business. After new business we returned to the Annual Meeting discussion. Please note that the discussion of the Annual Meeting is here in it's entirety.

Leslie presented an agenda for the annual meeting. The board discussed the agenda and placement of speakers and USIHC reports. The final agenda will be posted online and at the annual meeting. Discussion continued with who would be collecting the reports and handling the technology at the meeting. Linda and Sherry will be collecting reports and creating a PowerPoint program. Emily will be our technology person at the annual meeting.

Board reports are due January 15th.

Leslie also reported that at this time we have 35 attendees confirmed.

Kari noted that we needed to formally vote on the stipend of \$150 for our speakers Nancy Brown and Svanhildur Hall. Leslie made the motion that the USIHC will pay \$150. to each of our speakers, Nancy Brown and Svanhildur Hall. Emily seconded the motion and the motion passed unanimously.

New Business:

New Business, the Proposed Amendment to Standard Code of Conduct/Ethics and Rubric (Policy #36)

The BOD secretary read the following section of Policy #36, 8. Quotes indicate the information read at the meeting.

“Proposed Amendment to Standard Code of Conduct/Ethics and Rubric (Policy #36)

8. Agreements and Contracts

No Director will enter into an agreement or contract, oral or written, without the approval of the Board of Directors.

No Director will submit a program to FEIF without approval from the Board of Directors.

All Board of Directors members to sign in order to be active on the BOD. The Code of Ethics will be scanned, signed and returned on or before January 15th, of each year by email to the USIHC Secretary to be posted in the board email archives.

Acknowledged as of _____ . _____
(Director’s Term (start – finish))

USIHC Board of Director’s Signature

Sign, Scan and return to the USIHC Secretary on or before January 15th. “

Will made the motion to accept the language for the Proposed Amendment to Standard Code of Conduct/Ethics and Rubric (Policy #36) number 8. Lori seconded the motion. The vote was called and the motion passed unanimously. The secretary will provide the document to be scanned, signed and returned by January 15th.

The USIHC thanked the observers and proceeded into Executive Session.

Executive Session:

There was an executive session held after the board call to discuss the ramifications on the resignation of Alex Dannemann today and the previous legal action she brought to the board. The board decided unanimously that the USIHC would not use any documents that she had copyrighted and that her board seat would remain open for the near future.

Respectfully submitted

Sherry Hoover

USIHC Secretary

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.

7. Professionalism

Each Director will conduct themselves professionally; follow the principles, expectations, policies and procedures of the organization. A Director is independent, objective, add value and improve an organization's operations. Each Director will respect their peers, the membership and communicate respectfully.

8. Agreements and Contracts

No Director will enter into an agreement or contract, oral or written, without the approval of the Board of Directors.

No Director will submit a program to FEIF without approval from the Board of Directors.

All Board of Directors members to sign in order to be active on the BOD. The Code of Ethics will be scanned, signed and returned on or before January 15th, of each year by email to the USIHC Secretary to be posted in the board email archives.

Acknowledged as of _____
(Director's Term (start – finish))

USIHC Board of Director's Signature

Sign, Scan and return to the USIHC Secretary on or before January 15th.

01/04/19

United States Icelandic Horse Congress I...
Balance Sheet Standard
 As of December 31, 2018

	Dec 31, '18
ASSETS	
Current Assets	
Checking/Savings	
Associated Checking acct.	4,929.20
Associated Money Market Acct.	97,504.91
Total Checking/Savings	102,434.11
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	112,434.11
Other Assets	
Blood Profile Funding Refund	-5,000.00
Total Other Assets	-5,000.00
TOTAL ASSETS	107,434.11
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	3,891.04
Total Other Current Liabilities	11,808.81
Total Current Liabilities	11,808.81
Total Liabilities	11,808.81
Equity	
Opening Bal Equity	96,926.56
Retained Earnings	12,513.07
Net Income	-13,814.33
Total Equity	95,625.30
TOTAL LIABILITIES & EQUITY	107,434.11

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

Income		Expense	
Interest Income	11.59	Competition Comm. Expense	
		IceTest annual fee	783.34
Membership Related Income		Membership Related Expenses	
Farm Listing	640.86	Annual Meeting Exp.	
		2019 Boston Annual Meeting exp.	188.13
Membership Dues			
Family Memberships	1,132.77	Quarterly Expenses	
Individual Memberships	2,237.04	Graphics	1,000.00
Youth membership	33.68	Postage for Quarterly	467.97
Total Membership Dues	3,403.49	Quarterly Printing	2,335.24
		Total Quarterly Expenses	3,803.21
Quarterly Inc.			
Quarterly Adv. Inc.	474.38	Toll Free line	15.05
		Website	16.95
Total Membership Related Income	4,518.73	Total Membership Related Expenses	4,023.34
Other Income:	15.00		
		Promotional Exp.	
		Promotion Material Printing exp	212.30
		Promotional postage expenses	26.37
		Total Promotional Exp.	238.67
		Regional Club Clinic exp	250.00
Registry Income		Registry Expenses	
Registration fees	294.44	Clerical for registry	311.00
Transfer fees	74.26	Registry Postage	123.05
Total Registry Income	368.70	Total Registry Expenses	434.05
Total Income	4,914.02	Total Expense	5,729.40

Net Income (Loss) : -815.38

USIHC General Membership Funds

11/30/18		12/31/18
\$ 5,721.89	Checking	\$ 4,929.20
\$ 97,493.32	Money Market	\$ 97,504.91
\$ 10,000.00	CDs	\$ 10,000.00
\$ 113,215.21	subtotal	\$ 112,434.11
\$ (3,856.76)	Youth Fund	\$ (3,891.04)
\$ (4,000.00)	Judge Scholarship Fund	\$ (4,000.00)
\$ (3,917.77)	World Champ. Team Fund	\$ (3,917.77)
\$ 101,440.68	USIHC Unrestricted Membership Funds	\$ 100,625.30
	Blood Profile Funding Refund	\$ (5,000.00)
	Net Decrease from 11/30/18	
	-\$815.38	
12/31/17 Balance	Net Decrease from 12/31/17	
\$ 109,439.63	-\$13,814.33	

United States Icelandic Horse Congress Inc.

Income & Expense Report January through December 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 Inc.		Competition Comm. Expense	
Sanction Competition fee	975.00	IceTest annual fee	783.34
		National Ranking Award Expense	629.73
		World Championship Expenses	
		WC 2017 Holland Exp.	10.31
		World Ranking Fee - 2017	287.86
		Total Competition Comm. Expense	1,711.24
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.	3,634.54
Interest Income	205.51	Funding Programs	
Leisure Committee Income		Flagship Funding exp.	
S2SS income	26.00	Flagship Event - Evaluation	1,992.00
		Flagship Event - Sanction Show	3,250.00
		Total Flagship Funding exp.	5,242.00
		Leisure Committee Expense	
		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	3,536.89	Administration	
		Mbshp. Postage	129.02
Membership Dues		Office/Supplies Exp.	36.49
Family Memberships	7,340.95	Tax. Prep. Services	375.00
Individual Memberships	17,217.32	Total Administration	540.51
Youth membership	437.32	 	
Total Membership Dues	24,995.59	Annual Meeting Exp.	
		2019 Boston Annual Meeting exp.	2,188.13
		2018 Denver Annual Mtg. exp.	2,307.32
		Total Annual Meeting Exp.	4,495.45

United States Icelandic Horse Congress Inc.

Income & Expense Report January through December 2018

Page 2

Income		Expense	
		FEIF related expenses	
		FEIF Mbshp fees	2,635.14
		Insurance	715.00
Quarterly Inc.		Quarterly Expenses	
Quarterly Adv. Inc.	5,933.43	Graphics	4,000.00
Quarterly back issue sales	20.00	Postage for Quarterly	1,908.03
Total Quarterly Inc.	5,953.43	Quarterly Printing	9,576.73
		Total Quarterly Expenses	15,484.76
		Toll Free line	163.80
		Website	7,020.70
		WorldFengur Exp.	1,872.64
Total Membership Related Income	34,485.91	Total Membership Related Expenses	32,928.00
		Promotional Exp.	
Misc. Income:	14.70	Ambassador award	285.00
		Promotion Material Printing exp	593.43
		Promotional Advertising	1,505.01
		Promotional postage expenses	129.90
		RC Co-op promo exp.	590.00
		Promotional Exp. - Other	213.77
		Total Promotional Exp.	3,317.11
		Regional Club Clinic exp	2,500.00
Registry Income		Registry Expenses	
Duplicate Registration fees	150.00	Clerical for registry	2,849.00
Horse name change fee	0.00	Printing & reproduction-Regist.	229.97
Late Stallion Report fees	984.90	Reg. WorldFengur Sbscrptn exp.	141.57
Registration fees	3,581.62	Registry Office supplies	181.13
Transfer fees	2,173.92	Registry Postage	561.66
Total Registry Income	6,890.44	Total Registry Expenses	3,963.33
USIHC Non-Member fees	420.48	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.	811.44
		Total Youth Committee Exp.	961.44
Total Income	44,348.08	Total Expense	58,162.41

Net Income (Loss): : -13,814.33