



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

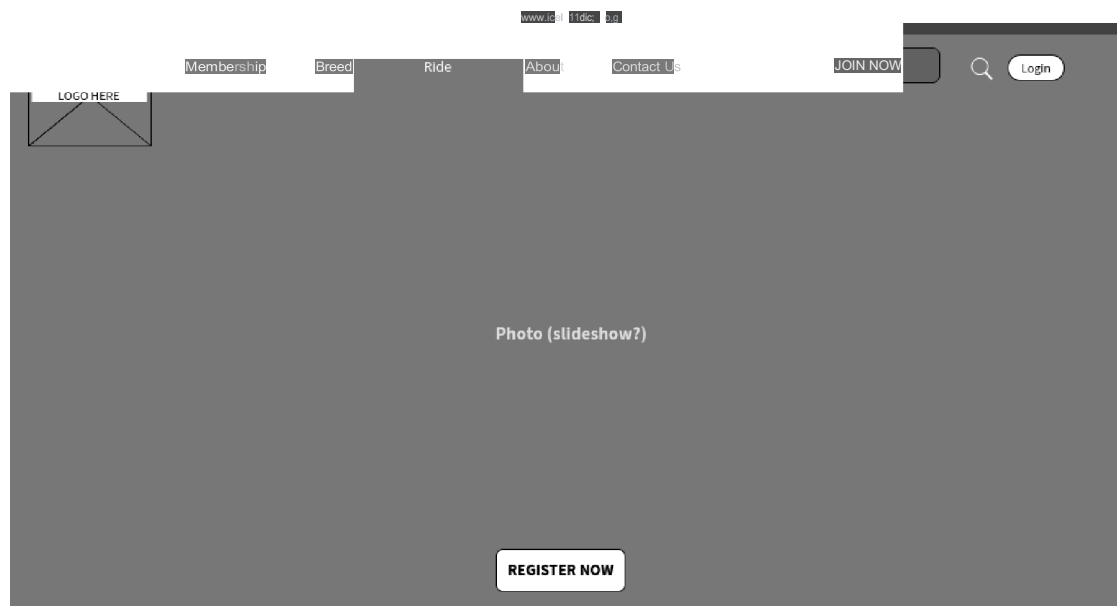
Constitution Minutes

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.

The Icelandic Horse Quarterly	E1,ent's List Calendar
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BLOG POST #1 Blog Title This is a wider card with supporting text below as a natural lead-in to additional content. This content is a little bit longer.	BLOG POST #2 Blog Title This is a wider card with supporting text below as a natural lead-in to additional content. This content is a little bit longer.	BLOG POST #3 Blog Title This is a wider card with supporting text below as a natural lead-in to additional content. This content is a little bit longer.
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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

- a. 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.
- b. 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.
- c. 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.
- d. Committee members shall be current USIHC members.
- e. 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 achieve 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
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 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>	<p>Annual attendance less than 60%</p>	<p>Annual attendance less than 50%</p>	<p>Annual attendance less than 40%</p>	<p>Annual attendance less than 30%</p>
Confidentiality	<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>	<p>Unauthorized dissemination of confidential information that is deemed ultimately inconsequential by the BOD</p>	<p>Unauthorized dissemination of confidential information that is deemed harmful by the BOD</p>	<p>Repeated offense of unauthorized dissemination of confidential information that is deemed harmful by the BOD</p>	<p>Third offense of unauthorized dissemination of confidential information that is deemed harmful by the BOD</p>	<p>Fourth offense of unauthorized dissemination of confidential information that is deemed harmful by the BOD</p>

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
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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
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Income		Expense	
Quarterly Inc.		Insurance	715.00
Quarterly Adv. Inc.	5,459.05	Quarterly Expenses	
Quarterly back issue sales	20.00	Graphics	3,000.00
Total Quarterly Inc.	<u>5,479.05</u>	Postage for Quarterly	1,440.06
Total Membership Related Income	29,967.18	Quarterly Printing	7,241.49
		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.	
Youth Committee Inc.		2018 FEIF Youth Cup Exp.	811.44
Youth Cup Tryout Fees	600.00	Total Youth Committee Exp.	<u>961.44</u>
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	515.00	0.00	515.00
Competition Inc.			
Sanction Competition fee	975.00	600.00	
Total Competition Inc.	975.00	600.00	375.00
Education-Riding Badge			
Riding Badge Inc.	215.04	200.00	
Total Education-Riding Badge	215.04	200.00	15.04
Interest Income	193.92	250.00	-56.08
Leisure Committee Income			
S2SS income	26.00	0.00	
Total Leisure Committee Income	26.00	0.00	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	23,478.07	22,015.00	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.	5,554.05	5,475.00	
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	9,055.71	6,850.00	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.	253.06	0.00	253.06 App fees less video judge fees
Total Income	43,582.36	38,590.00	4,992.36

United States Icelandic Horse Congress Inc.

Income & Expense
January through December 2018
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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
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Expense	Actual	Budgeted	Variance
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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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Expense	Actual	Budgeted	Variance
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