



Norwegian Fjord Horse Registry
Board of Directors Face to Face Meeting 2020
Saturday and Sunday, January 25-26th, 2020
Best Western Plus Plaza Hotel
Longmont, CO

The meeting of the Board of Directors of the Norwegian Fjord Horse Registry was called to order at 8:22am MST at the Best Western in Longmont, Colorado. All members of the board were present, Rory Miller, Kay Schwink, Kelly White, Curt Pierce, Eric Watness, Jim Raabe, Jessica Reuterskiold, Darby Hewes, Jennifer Wright as well as Executive Director Nancy Newport and Jeanne Poirier, Registrar.

Eric began the meeting by reinvigorating our purpose on the board and as board members of the NFHR. He asked us to go around the table and express our reasoning why we were here and what the Fjord Horse means to each individual member.

Jeanne then discussed the progress on working towards our new database. It is moving slowly, and we hired a contract attorney to help us move forward. \$1,665.00 has been donated by our NFHR membership to go expressly towards the new database from project specific donations. The database will help us greatly to pull more detailed reports and will be backed up and maintained online by the developer which will be a benefit to us. Kay made a motion and Darby seconded it to pursue this database contract and empower the subcommittee to move forward on contract negotiations. This passed unanimously.

The Board then discussed membership and fees. We would like there to be a creation of a single new “registration package”/fee for all the forms/products (DNA Test) to be required for registration to streamline the process. A motion to refer restructuring our fee schedule of further memberships to the membership committee was made by Rory, Jim seconded this. Passed unanimously. We currently have 126 single life memberships and 37 family life current memberships.

The NFHR would also like to encourage breeders to register their foals before their sale or transfer. There was a motion by Kay to move that a transfer fee shall be required for the registration of a Fjord being registered by anyone besides its breeder. This was seconded by Kelly and passed unanimously and was an extensively discussed motion.

After Eric announced his goal of holding at least three evaluations in 2020, the Board moved into Executive session. It was so moved by Rory and Darby seconded a motion that the Board move into Executive session. The motion was approved unanimously. After a short executive session, the Board resumed its discussion. We also discussed sending our Junior Evaluator (s) to attend the evaluator seminar in Denmark. Curt made a motion for our Junior Evaluator(s) to attend the seminar (airfare and seminar paid by the NFHR) in Denmark in exchange for committing to performing 5 (five) evaluations after receiving assistance from the NFHR. Jim seconded and after much discussion it was also passed unanimously. We will shortly be surveying our evaluators for black-out dates and conflicts so that we may start getting evaluations on the calendar!

After an extensive morning in session, the Executive Committee met over lunch and discussed business. They agreed to raise our Registrar’s pay to \$15.00 an hour for 35 hours a week. They also decided to offer our Executive Director a 3% raise. The realignment of the Promotions, Awards, Youth, Membership and Marketing committee was also discussed.

There was a formal proposal delivered to the board by Jenny Barnes to allow evaluations to be performed by foreign evaluators. It was decided that this can be done privately and independently but is not endorsed by the NFHR.

The realignment of the large combined singular committee of promotions, awards, youth, membership and marketing was discussed. Jessica made a motion to reorganize the committee structure into an awards and promotion committee, youth and membership committee and marketing. Curt seconded and the motion passed unanimously. The Promotion Committees' purpose will be to develop and provide promotion of the NFHR, Fjords and assist committees in their advancement of the breed. There was a motion by Curt for this definition, seconded by Jessica and the motion passed unanimously. The purpose of the Membership and Youth Committee will be to support and foster adult and youth memberships, future and current for the NFHR. Rory made a motion to accept this definition and Darby seconded. The motion passed unanimously. Finally, the new Awards and Recognition committee will maintain a record of awards for the awards coordinator and increase outreach to future shows and events for award participation. Rory made a motion to accept this definition and Curt seconded it. The motion passed unanimously.

The 2020 committee chairmen on the board are as follows:

Breeders Committee- Kelly White

Education Committee- Kay Schwink

Elections Committee- Curtis Pierce

Evaluation Committee- Eric Watness

Evaluation Committee Review Board- Eric Watness and the Executive Board

Executive Committee- Eric Watness, Rory Miller, Curtis Pierce and Jennifer Wright

Finance Committee- Rory Miller

Fjord Herald Committee- Jessica Reuterskiold

Membership and Youth Committee- Jim Raabe

Awards and Recognition Committee – Jennifer Wright

Promotion Committee- Darby Hewes

In discussion regarding the Herald, Jessica proposed a revenue sharing with our advertising coordinator for doing such an incredible job encouraging advertisers in the Herald. Curt made a motion to create the position of Advertising Coordinator for the NFHR and grant them a 5% commission for any new or renewal ads in the Herald they generate. Kay seconded this motion and it passed unanimously. Our editor is still always looking for and accepting submissions for the Herald for interest generating, educating and evaluation information regarding Fjords.

The new NFHR resource guide is in proof-reading stages and will be distributed to members who indicate on their membership renewal that they will donate to receive one in the mail.

The Breeders Committee proposed a new Fjord Owners Code of Ethics and after much discussion and debate within the Breeders Committee regarding what something like this should look like. It reads as follows:

Fjord Owners Code of Ethics

According to Fjord Horse International, the fjord horse "shall be strongly built, hardy, well-proportioned and athletic, a horse with great presence and charm. The horse shall be co-operative, dependable, willing, and calm in most situations and have natural, well-balanced movements. The Fjord shall be a versatile riding, driving and draught horse. The conformation of the Fjord should assure that he moves equally well in difficult terrain as on the flat. With these qualities the Fjord Horse should be easy to handle and suitable for family use, and in different activities as in riding schools, competitions and for leisure."

Upholding this standard of conformation and character also demands that Fjord horse breeders, owners, and enthusiasts also embrace and exhibit the traits beloved in the breed: cooperation, dependability, willingness, and charm. Protecting the reputation of the breed is critical to ensuring continued demand, and

thereby preserving the Fjord horse in North America. In the representation of these horses and business related to them, members must conduct themselves with honor and integrity.

Membership in the NFHR is a privilege and not a right. The registry is implementing a code of ethics for the members, which should guide breeding, buying, selling, or promoting the fjord horse.

- 1) If I breed, I will endeavor to breed horses of sound mind and body that adhere to the conformational and temperament guidelines set forward by the NFHR breed standard.
- 2) I will represent, fairly and accurately, any health conditions or concerns, conformation issues, behavior issues, level of training, and experience of any horse that I breed, sell, consign, or lease.
- 3) When appropriate, I will provide leases, contracts, bills of sale, and any other official paperwork to ensure the validity of any transaction concerning my Fjord Horses.
- 4) I will complete all transfers, registrations, status updates to the registry, and membership renewals promptly.
 - a) Registrations should be completed within a year of birth, or before listing for sale.
 - b) Transfers should be completed no more than 90 days after the transaction occurred.
- 5) I will treat any horses in my care in a humane manner, as defined by equine veterinarians and farriers.

Kay made a motion to accept this code of ethics as entitled "Fjord Owners Code of Ethics." Darby seconded this motion and it passed unanimously.

For the Board of Directors Face to Face meeting in January 2021, the NFHR will pay for lodging and the board members shall pay for food and airfare to get to the location of the meeting, which will be in Colorado again over January 30th and 31st, 2021.

The NFHR will support regional clubs and activities from time to time as it sees fit. The Equitania USA has requested the Fjord/NFHR presence at the festival at the Kentucky Horse Park for three days in September, which will cost approximately \$1,600 to participate. Curt made a motion for the NFHR to contribute \$400 to the fees incurred and Kay seconded this motion and it passed unanimously. Our Executive Director, Nancy Newport pledged to contribute \$100 to the fees personally. Jessica said that she would bring up the discussion of pledging \$200 with the Midwest Fjord Horse Club also. We greatly appreciate our regional clubs/activities and their support of the NFHR and one another!

Sunday, we reconvened to finish up any leftover business or new issues that may have arisen. All board members and staff were present and accounted for.

The Breeders Committee will continue work on the Code of Ethics and begin work on a best practices document for breeding.

The Education Committee will continue to solicit articles and educational opportunities and work with other committees for education. Wikipedia will be updated.

The Herald Committee will seek historical information to be reprinted and shared with other publications.

The Membership and Youth Committee will review fee structures and youth awards.

Eric will look into membership data privacy and investigate privacy laws with our Washington attorney. Eric requested an additional amount up to \$1,000 for legal consult. Rory so moved and Curt seconded. The matter was discussed and approved unanimously.

Several line drawing breed logos were reviewed as additional embroidery or other uses for our members. The Promotions Committee must approve all uses other than those through LVR Embroidery who has permission to use our logos.

Rory made a motion to adjourn at 10:43am MST. Curt seconded and motion passed.

Respectfully submitted,
Jennifer Wright
NFHR BOD Secretary