

Approved Minutes of the AHR Board of Directors Meeting
December 9, 10 & 11, 2004 – Akron, Ohio

Present were Directors Bob Duvall, Emily Gibson, Bill Hendershot, Theo Hug, Danny Inabinett, Bill Jameson, Gary Leisure, Jennifer Rousseau, Paul Sutton, Levi Yoder and Dirk Young. Director Emily Smith was absent. Also in attendance were Joel Greenisen, AHR Office Manager Ruth Schwab, AHR Recorder Karen Young and several AHR members.

President Paul Sutton called the meeting to order at 8:14 a.m., December 9th. A short introduction was given by each Board member. It was noted that there is a great variety of backgrounds, expertise and regions represented by the current Board.

PERSONNEL COMMITTEE REPORT – Chair, Paul Sutton reported that the office is in good shape, with receptionist/public relations employee Sue Casseday being hired last February. Sutton stated that the office has found a new home and although it was a challenge to work around the budget and space required, he feels the office now has a suitable locale. There are currently four full-time employees. One temp worker is hired approximately 2 hours a day for 2 days every 3 – 4 months. Full-time employees are cross-trained to perform fellow employee’s tasks if the situation arises. **Completion of an employee handbook, expense report requirements, job descriptions and application of registration numbers on both sides of each pedigree are areas the office still need to finalize.**

FINANCE COMMITTEE REPORT – Chair, Levi Yoder reviewed the 2004 year-to-date (11/30/04) and the proposed 2005 budget, reporting that a \$25,000 shortage is projected. Yoder also presented the Financial Statement with Accountant’s Review Report. **The following fee increases were discussed; moved by Young, seconded by Rousseau and unanimously approved by the Board:**

FEE SCHEDULE EFFECTIVE 1/1/05	MEMBER	NON-MEMBER
Annual Membership	\$40.00	\$40.00
Registrations	\$30.00	\$60.00
Transfer	\$20.00	\$50.00
Stallion License	\$200.00	\$250.00
DNA	\$35.00	\$60.00
Suffix	\$50.00	\$50.00
Replacement Certificate	\$50.00	\$50.00
Stallion Report (Annual) \$5 per mare		
Discount for gelding registrations	\$10.00	
Discount for foal registrations (6 months & under)	\$10.00	

(Membership dues have not been increased.)

Early foal registrations (6 months and younger) and gelding registrations will receive a \$10 discount in 2005 (2004 discount was \$5). It was also noted that due to a new calling plan, conference call expenses have been reduced and the final Haflinger Highlite payment has been made.

PEDIGREE COMMITTEE REPORT – Chair, Dirk Young presented the Board with a printout of 2004 statistical information including the following data compiled as of 11/29/04:

Member transfers = 1676

Non-member transfers = 261

Sale transfers = 1860

A total of 1,292 applications for registration have been received to date in 2004, with 871 foal registrations completed. Of these foals, 87.4% were produced by live cover.

The only imported Haflingers were 7 Canadian horses registered with AHR.

Accomplishments this past year included the upgraded efficiency at which transfers and registrations were completed, easing of the gelding rules allowing the change on pedigrees from stallion to gelding (with the signature of the current owner in the absence of a veterinarian's signature) and providing the World Haflinger Federation with U.S. stallion information from 1995 to 2004. Previous discussion occurred over whether the stallion report was being used to its full potential and it was agreed that an updated, running list of approved, DNA'd stallions would be included in each issue of the Haflinger Horse. Young continued, stating that HBO registered horses continue to be the biggest registration challenge. Several HBO breeders have been unwilling to assist their buyers with the information/signatures needed to register the horses with AHR. Young recommended that AHR continue to watch for a national equine identification system as it becomes a reality and to keep our members aware of any changes. Young clarified with the Board's consent that the \$50 embryo transfer registration fee is per mare per year, regardless of the number of offspring and an amendment to the Embryo Transfer Policy was **moved by Young, seconded by Rousseau, that AHR must be notified of the transfer taking place with an Embryo Transfer application within 90 days of the transfer of the embryo from the donor mare, and proven pregnancy in the recipient mare. One fee per donor mare per year will be assessed. Motion approved unanimously.** Notification of Embryo Transfer must take place prior to birth and the registration paper will be designated as an Embryo Transfer foal. The committee will discuss and recommend a policy on cloning and bring back to the board within the next year. In light of feedback from the member survey, discussion of policy on suffix use took place along with review of the current policy. The current policy is that the owner of the mare at the time of the foaling has the right to attach their farm suffix to that foal. They do not have the right to put the breeders' suffix on the foal name if the mare was owned by another farm at the time of the breeding. The Board decided through discussion to leave the current policy unchanged. There will be further Board discussion of the policy of naming of imported Haflingers after the Pedigree Committee meets and makes a recommendation about whether changes should be made in the current policy or not. There was discussion about DNA testing for non-gelded male foals vs. giving a "provisional" or "temporary" paper for non-DNA tested foals, which would be converted to a regular paper when parentage is proven. **Gibson moved and Rousseau seconded that all non-gelded male foals be DNA tested before registration papers would be issued. Voting YES: Gibson, Rousseau, Hug, Hendershot, Young. Voting NO: Duvall, Jamieson, Inabinett, Sutton, Leisure, Yoder. Motion defeated.**

Bob Duvall moved and Levi Yoder seconded a motion to provide a “temporary” paper for non-gelded male foals with a regular paper issued at the time of gelding or DNA testing. After further discussion Duvall withdrew the motion. Hendershot moved and Rousseau seconded a motion that the Pedigree Committee study this issue and return to the Board with a recommendation with how these temporary papers would be designated and how they would appear different from regular registration papers. Motion passed unanimously.

There was discussion about offspring from first degree relative breedings being allowed to be registered (parent/offspring) (sibling/sibling). Pedigree committee will look into a potential policy recommendation and present it to the BOD. There was discussion about making the pedigree database available as searchable on the internet as a customer service. The Website committee will be asked to review the possibility of making this service available on the AHR website.

PUBLICATION COMMITTEE REPORT – Gary Leisure thanked the Publication Committee for their input throughout the past year and stated it has been a challenge to get material to publish in the magazine and would like members and regional groups to submit more articles and photos. Leisure stated he is satisfied with the quality of the magazine and is looking for feedback. Financially, the magazine saved \$4,000 by including information in the clear bag mailer. Additionally, 200 copies of the magazine were generated in August for free, promotional distribution. Current publication number is 2,600 copies. Photo bank compilation, rate schedule completion and increased circulation continue to be goals of the Committee. Discussion continued regarding the Board’s decision not to publish sale results in the magazine. **It was moved by Leisure, seconded by Young to not publish a comprehensive listing of any Haflinger sales results in the AHR magazine or on the AHR website. AHR sales results will be available at the AHR sales for the regular fee of \$2 or may be ordered from the AHR office for a fee of \$7. Motion passed unanimously.** It was decided to change the wording on the AHR website from “Sales Results” to “Sales Reports” and include photos of the high selling horses, with sire and dam information on both the website and in the Haflinger Horse. Average mare, stallion and gelding prices would also be included. It was suggested that a form be created that could be given to auction managers so that this information could easily be submitted by sale committees to AHR, hopefully with photos and an general article, for inclusion in the magazine and website. Rousseau expressed frustration that Haflinger events, sales and shows are not being adequately represented in the magazine. She recommends that at least 2/3 of the content needs to be breed content. Hendershot showed a copy of a Paint Horse Journal that features the photos, and pedigrees of the National Show winners for that breed as an example. Sales of top selling Haflingers at auction need to be featured in articles in the magazine, featuring a photo, interview of seller and buyer and a review of the pedigree. There was discussion about getting increased advertising from outside sources beyond Haflinger breeders and farms. There is need for a professional person who is willing to do this as a public relations and marketing campaign to increase advertising revenue to the magazine, so there could be improved magazine content with color photos accompanying articles. **Rousseau moved and Inabinett seconded that the Publications Committee present a plan to significantly**

increase external funding from outside advertising sources through professional consultation with members who have marketing expertise who may be willing to volunteer their time to assist in a marketing plan. Motion passed unanimously.

Content of the magazine was discussed. In the membership survey, there was a demand for more color photos, and improved stories/articles with regional group coverage.

Rousseau wants to see more sire/dam/breeder information on each featured Haflinger.

Young recommends 1/3 historical/personal interest stories and 1/3 breed activities and 1/3 show and sale features. Farm highlight articles are also encouraged with owners encouraged to submit their farm history with photos to the Publication Committee for potential publication. **Hug moved and Rousseau seconded that 2005 will be the last year that the front cover will be sold. High quality photos may be submitted to the**

Publications Committee for consideration for use on the front cover. Voting YES: Yoder, Sutton, Rousseau, Leisure, Jamieson, Hug, Hendershot, , Gibson, Inabinett. Voting NO: Young, Duvall. Motion carried. Rousseau moved that the Publications Committee create a comprehensive list of Haflinger events that must be covered with photos and articles in the Haflinger Horse magazine, and publish those articles and photos and in addition, create a reporting form distributed to other Haflinger events for information to be sent back to the magazine for potential publication. Hendershot seconded. Unanimous support for this motion except Gibson who abstained. Motion carried.

If a member has suggestions, questions, and issues for the Board, there will be an Ask your Board form via email from the website or by hardcopy form available as an insert in the magazine mailing. All questions/comments/suggestions received will be compiled for discussion at the monthly Board meeting conference call, and an answer from the entire Board will be returned that month via the website and the magazine.

PROMOTIONAL COMMITTEE REPORT – Chair, Paul Sutton stated he and his family visited 13 sales in 2004. He feels AHR's presence at the sales is very beneficial to the members. A total of \$53,150.25 was grossed from sales made at the booth. Of that total, \$17,861 were DNA, \$11,105 memberships, \$5,079 business transactions and \$19,105.25 merchandise sales. New merchandise included denim shirts and Haflinger trio sweatshirts. Final payment on the booth backdrop has been made. With the increased use the booth has had this year Sutton suggested the Board consider purchasing a second backdrop in the future for use at more breed expos, etc. The booth is able to easily be shipped in its container via UPS. It was noted that it was unfortunate the video was not available at the Annual Meeting as promised. Sutton stated the video and DVD would be available this weekend and would be available from the AHR office and at the AHR sales thereafter. Further refinement of program guidelines and application for regional funding continues to be a work in progress. Additionally, while the Sutton family's outstanding contribution to the promotional booth was appreciated, it was suggested that the expenses incurred as a result of their promotional booth management be evaluated as a realistic expense for future true cost budgeting. The Sutton's have submitted only \$715 worth of expenses for hundreds of miles driven, camper hookups and 34 days work missed.

Mike Bobal presented a statistical report compiled by Penn State, noting that of the 38,000 horses in Pennsylvania only 500 were Haflingers. He also stated that the Keystone International Livestock Exposition (K.I.L.E.) has agreed to include a Haflinger

division if 50 Haflingers could commit to attending and volunteers could be found who were willing to help Haflinger exhibitors move in, etc. A December 16th meeting by K.I.L.E. representatives will determine a final decision whether to accept the proposed list of Haflinger classes.

Additional suggestions for better promotion of the breed included:

1. Developing a committee that is representative of various regions and markets so that the Haflinger breed can be promoted more effectively.
2. Creating a demographic survey insert for the magazine and the website.
3. Raise the public's perception of the value of the Haflinger horse.
4. Educated judges by sending educational brochures with breed standards to organizations with carded judges.
5. Promote the Haflinger as a pony.
6. Promote the Haflinger to 4-H youth.
7. National magazine promotion of the Haflinger with written articles and photos.
8. Provide coolers and trophies to the highest Haflinger at upper level, recognized shows and inform AHR members of the opportunity to win these prizes.
9. Identify worthwhile trade fair opportunities.
10. Develop a public relations folder which would include such things as the AHR promotional DVD, advertising information, breed standards, etc., to canvas financial support.
11. Develop a regional money plan which would include an application and reporting form for regional group awards and monies.

Additional suggestions included asking (online and via survey) how people found the AHR website and also suggesting that farms consider sharing the cost of promoting the Haflinger in major publications (i.e. two-page color ad \$2,000 - \$4,000) with fellow Haflinger farms for better overall promotion. The 2004 budget was \$10,000 for regional support, \$5,000 for breed promotion and \$6,500 for advertising. Sutton appointed Bob Duvall and Mike Bobal as Promotional/Advertising and Regional Support Committee Co-Chairs. Appointment was unopposed.

ADVERTISING COMMITTEE REPORT – Chair, Bob Duvall stated \$6,606.97 has been spent to date on advertising. The Committee is in need of new photos relative to the target audience. Ads with new photos as well as the new AHR address and contact information need to be generated. It was suggested that more riding market ads be created and that a checklist be created to track where people are seeing AHR ads.

MEMBERSHIP COMMITTEE REPORT – Chair, Bob Duvall stated that the membership survey was the biggest accomplishment this past year and that 142 surveys were returned, with most responses positive. The majority of positive responses complimented improvements in the office staff and the magazine. The survey will be published in its entirety in the Haflinger Horse. Future goals are to increase the number of surveys returned from the members. Offering a small token of appreciation (i.e. AHR keychain) to those members who returned the surveys was one suggestion.

SALE COMMITTEE – Chair, Dave Wilson stated that sale prices were down and “outs” were up (16% at the fall sale, mostly due to one consigner of several horses unable to make sale due to sickness. Without this loss, “outs” would have been at a more near normal 14%). Sale Committee Member Phil Greenisen stated there was a petition passed around at the auction by an unknown source requesting the removal of one of the auctioneers. Wilson stated he did speak to the auctioneer in question prior to the sale, requesting better clarity and concern when selling each horse. Names of alternative auctioneers have been recommended. **Bob Duvall moved to replace the associate auctioneer effective with the spring 2005 sale. Hug seconded. Motion passed unanimously.** The Committee stated their openness for suggestions to help make the sales more appealing and profitable. Suggestions included changing the selling order (i.e. selling young stock first instead of last), featuring a “Select Sale” (where inspected/performance horses would be showcased for sale) and offer more time between the preview and the sale (so potential buyers have time to evaluate and vet check horses). Wilson stated that the additional outdoor ring at Ashland is now available for use. Dates for the 2005 sales are May 27 & 28 (Spring Sale) and October 21 & 22 (Fall Sale). A mentoring program for sale attendees was also suggested. This program, operated by seasoned volunteers at no cost to the potential buyer, would help educate first-time auction goers about the sale process.

YOUTH COMMITTEE REPORT – Chair, Dave Wilson stated that scholarships were awarded to two youths in 2004 and that more promotion of the scholarship program is needed. Discussion followed regarding the best way to distribute the scholarship check (directly to recipient vs. directly to institution), with more discussion needed. The office sent scholarship applications to all AHRY members mid-summer, but a new “driver” is needed for the program that would invigorate youth to get involved. A greater youth presence in the HH magazine and the creation of a youth point system are two possible areas for improvement. It was noted that AHR staff, Tana Moneypenny and Sue Casseday have shown an interest in getting involved with this program. There will be recruitment for new AHRY coordinators. Committee Chairs should be identified and approved by the January Board Meeting. Rousseau also suggested recruiting a Volunteer coordinator to help keep an active list of willing volunteers, and routing them to the appropriate committee chair. Rousseau recommended that a Volunteer Recognition Program be considered. Cele Duvall volunteered to handle this function. The Board acknowledged a Parliamentarian had not yet been identified for Board meetings.

NATIONAL SHOW COMMITTEE REPORT – Chair, Lou Sutton stated the 2004 show did make a profit thanks to the work of Carolyn Sutton and the sponsors she contacted. Complete show results will be in the February/March issue of the Haflinger Horse. A 2005 contract with Roberts Arena is pending definite date selection. Suggestions were made to have the Show Committee contact Roberts Arena regarding an improved sound system. It was also suggested that the Show Committee make exhibitors aware that a technical delegate (TD)/show steward are on the grounds, the name of the TD/show steward and what the proper procedure is for contacting him/her. Eden Park in Sunbury, Ohio has filed bankruptcy. Return of the \$1,000 deposit given to Eden Park is still pending. Two potential dates for Roberts Arena (August 24-27 or Sept. 28-Oct.1, 2005)

were available. The August dates may be a little early for the futurity, and the September dates conflict with Dressage at Devon and the Filly Sale in Ebbs and potentially with the OHA Fun Drive. **Hendershot moved and Jameson seconded to reserve Roberts Arena for Sept. 28-October 1 for the National Show. Voting YES: Young, Yoder, Sutton, Jameson, Leisure, Hug, Hendershot, Gibson. Voting NO: Rousseau, Inabinett, Duvall. Motion carried.** The question was asked of Lou Sutton if he agreed to chair the Show Committee? He responded yes, depending how long this session lasted and that he was only willing to do so much. (If AHR wanted the show to move up to the next level he was not willing to do that). It was proposed by Bill Hendershot that Carol Hummel be appointed as National Show Co-Chair to pick up that portion of the show that Lou Sutton needs assistance with. It was also suggested that AHR look into professional show assistance. Rousseau asked that there be a nice photo area at Roberts Arena created with a nice backdrop, and flowers and landscaping available to create a more professional appearance. Also the speaker system problem will need to be fixed as part of the contract with the arena. She also suggested that there be a stall decoration award created and a sponsor sought for it. Carole Hummel has offered to search for a new facility for the 2006 National Show and will report back to the Board about her findings. Rousseau suggested establishing a few National Championship Classes with regional qualifiers being identified for those classes in addition to open classes and asked that the Committee consider organizing that. There will be a request for a regional group to host some kind of social function associated with the Stallion Liberty at the National Show. The Board also asked Lou Sutton to proceed with researching the costs for purchasing jumps for AHR to own and use for National Show and to present that back to the Board for the next conference call. USDF recognition will be sought for the dressage competition at the National Show. Bill Jameson has volunteered to join the committee to help facilitate the Draft Hitch portion of the National Show.

BY-LAWS COMMITTEE REPORT – Chair, Brian Winkler was not in attendance and no report was submitted. Director Hendershot reminded the Board that we need to re-issue the amended by-laws to the members and adjust the by-laws accordingly on the AHR website.

JUDGES COMMITTEE REPORT – Chair, Bill Hendershot reported that a successful Judges Accreditation Program was in place, with two, well attended Judges Clinics held in 2004 (one in Ohio in June with Jennifer Rousseau as clinician and a second in New York in August with Michael Keatley as clinician). Bill Hendershot commented on the individuals that had participated in the program. The Board was ask for direction for the Committee for the ensuing year, it was expressed that the Committees in reality work for the Board and the Board definitely owes it to them to give them direction, as to what they expect from each Committee and some form by which that progress will be measured. The only direction received for the Committee was to do more of the same. The subject of Senior “C” judges was discussed briefly and it was pointed out that we currently have 7 who have attained that level of certification; one individual has not complied with requirements to maintain his certification and will be contacted as to his continuing interest. It was stated that there would be several new Senior and Learner judges receiving their certifications for their efforts. (This function having been

completed following the meeting the status is: 5 Senior Judges were added from the following areas, 1 New York, 1 Florida, 1 Ohio, 1 Oregon, and 1 New Jersey. Four Learner judges added 1 New York, 1 Canada, 1 Michigan, and 1 Maryland.) The down side of that is we have 4 Senior Judges who also have failed to make contact to maintain their current status and they will also be contacted to confirm their further interest. The current list of judges of all levels will be posted on the AHR web site and any AHR regional events or shows will be encouraged to use judges from that list. It was agreed there would be a guideline list developed to outline appropriate judge behavior in the show situation. There was some discussion about the possibility of ending up with too many certified judges; the concern appeared to be in keeping these judges certified. The desire to have a judge's clinic in the west was expressed and acknowledged with explanation as to why there wasn't one there in 2004. An effort will be put forth to schedule a clinic in the west as soon as some of the dates for 2005 are tied down. A request was made of the regional individuals to supply a list of shows in the respective areas, which include Haflinger classes, with a contact person if possible to allow contact to be made with AHR qualified judges names.

POINTS & AWARDS COMMITTEE REPORT – Chair, Danny Inabinett stated that several changes had been made to the points and awards application per suggestions received. Both programs (recreational and show) would have a \$10 fee to participate. Inabinett stated that Ann Walton has agreed to Co-Chair this Committee. Discussion centered on what time of year to have the point totals counted and when to recognize the award winners, ideally during a major AHR event/meeting. There is also some clarification needed in the application form to clarify that this is for AHR registered Haflingers and their AHR member owners. There was extensive discussion about the points given for different types of events/disciplines and classes weighting points for certain disciplines. The Committee will return to the Board with clarified recommendations and the goal is to start the program in 2005 with information in an article and the form provided as an insert in the next issue of the Haflinger Horse and available on the AHR website.

PLANNING COMMITTEE REPORT – Chair, Barb Dickison stated the Committee met in May 2004 and submitted the following recommendations:

1. Increase sponsorship
2. Increase membership
3. Provide quarterly financial reports to AHR members.
4. Tap into the skills of our members.
5. Research owning our own national office and possible show facility.
6. Keep marketing and promotion of Haflinger as a priority and focus on advertising disciplines (i.e. dressage, draft, hunter/jumper, etc.) individually to get a better “bang for our buck”.
7. Encourage and use volunteers
8. Keep and build participation and recognition of the National Show.
9. Redesign the AHR sales to allow for more time to look at performance horses and develop a mentorship program.

10. Develop a 4-H Project partnership with state 4-H youth and foster a prize program where 4-H could win a Haflinger to raise.

HANDBOOK COMMITTEE REPORT – Chair, Bill Hendershot stated the handbook is very close to completion. A history chapter has recently been added and a FAQ (frequently asked questions) section will also be inserted. We currently need to create a table of contents and revised page/section numbering. Emily Gibson has agreed to assist with this job. Need to review the entire book for dates and that sort of thing that would require yearly update and get them removed. Discussion as to how important is it that every member gets a copy? A survey of the membership was suggested to determine their desire to have the handbook. It was discussed as to the value to the entire membership as it has much more data than just the show book. Consensus was that we finish up the handbook data, transfer to the office, load the complete book on AHR web site and print a small quantity for the office to have for sale to those who prefer to purchase versus pull from the web site. Updates would be made by the office and would be done as often as required even following each BOD conference call if necessary. A price would be established by the office for complete book and individual updated pages if ordered by members. Gary Leisure was asked to get prices for printing using the PDF files for printing. A cover page would be made out which would show the latest revision date. The office will be required to develop a method to be sure copies mailed out are current. Emily has asked the office to supply the frequently ask questions section, office agreed to supply. Anita Sweeney and Gayle Joas were recognized for the great effort and dedication in getting this book to this point it wouldn't have happened without their untiring efforts.

FUTURITY COMMITTEE REPORT – Co-Chair, Deb Parker reported that both the S.I.P. and the Futurity are self-supporting programs. There were suggestions from participants to move the Futurity with the AHR sale, however, most people who voiced their opinion preferred the Futurity stay with the National Show. The S.I.P. (Stallion Incentive Program) had a total of 23 stallions enrolled (3 Canadian and 20 U.S.) with 61 foals of the 285 mares bred enrolled in the S.I.P. The S.I.P. pleasure class had 24 participants and the draft class had 4. Total S.I.P. pot was \$5,700. The AHR office has the information needed to process Futurity checks, which are expected to be written soon. A printed report was presented outlining Futurity activity (*see printed elsewhere in this issue*).

INSPECTION & CLASSIFICATION COMMITTEE REPORT – Chair, Jennifer Rousseau stated that 2004 brought the highest number of Haflingers ever inspected (108), with this being first-time inspections for the Indiana and New York locations. Rousseau thanked her committee, especially Bill Hendershot for keeping the paperwork in order for 3 of the 4 inspections, and thanked the inspectors Hannes Schweisgut, Hannes Bramboeck, Larry Smith and Michael Keatley. It was noted that neither Judge Schweisgut nor Judge Bramboeck would accept any reimbursement for their time, travel or judging. Surveys were sent to all inspection and classification participants, with 23 of those surveys being returned. The Board and owners of horses ever classified with AHR were invited to participate in the classification forum held at the Ashland Fairgrounds just

prior to the fall sale. Comments and concerns regarding consistency, confidence and accuracy of the program were well received. A list of current uses of the Haflinger was made. Improved scoring, better interpretation of the breed standards and etiquette and interaction of both the classifiers and the owners is a future goal. It was determined that a more detailed description of the breed standards needs to be transferred onto the scorecard so that owners have a better overall picture. On December 8th an 8-hour meeting was held with the Classification Committee (Joel Greenisen, Larry Smith, Jennifer Rousseau, Bill Hendershot, John Dunkel, Carol Hummel and Emily Smith) compiling a proposal for changes that will be presented to the Board in the near future. Inspection goals include making I & C a valid tool for breeders, keeping long-term records (to identify strengths and weaknesses of individual horses) and maintaining a written breed standard. Initial changes will include the development of a new 10-point scorecard with a "circle the answer" description. Emily Smith and Joel Greenisen are working together to develop the first draft. This type of form would reduce scribe responsibilities and provide more detailed information to the owner. It would also allow the judges to focus more on the horse, eliminate searching for proper wording and would provide consistency. Points of concern included two main areas: (1) the quality, shape and length of bone and (2) the connection to the hind quarters. Additional concerns included height discrimination and a tendency toward a taller, "modern" Haflinger. Rousseau expressed a commitment to review the "North American draft presentation" in committee, relative to encouraging draft show exhibitors becoming more comfortable and better prepared for classification of that type Haflinger. She stated that the short-necked, small, round, "pulling pony" would not classify well based on the breed standards, but that, theoretically, today's modern "draft show horse" (despite the heavier muscling, added weight, bigger feet, different shoeing, etc.) could be considered in the program. Rousseau reminded the Board that this type of "draft-show" Haflinger is unique to the U.S., and does not exist anywhere else in the world. Additional changes to the classification procedure include placing the free schooling portion of the inspection at the beginning instead of the end (on a trial basis for 2005) and having all 3 judges speak to the owners instead of just one of the judges. All scores would be announced. Emily Gibson suggested not underestimating the dissatisfaction by some members with the program results this year and suggested incorporating a performance section in the inspection as well as a more detailed (i.e. angle measurements, bone/height ratio) scoring system which would be less subjective to personal preferences. Rousseau agreed there is a need for some type of performance record and that the idea will be developed in 2005. The new, proposed points and awards program may be an initial step to recording performance records. In addition, the detailed scorecard as proposed above will address much of the concern over personal preference, as it will focus all three judges on every aspect of the evaluation. Larry Smith thanked the Board for their support of the inspection and classification program and assured the Board that while the U.S. is making strides in their breeding program, AHR should continue to look to Austria for leadership. It was noted that the 2004 I & C was financially successful and that using 2 domestic and 1 international judge lessened expenses. Future inspections will continue to require a minimum of 20 participants per location. Changes to rules governing the re-evaluation of horses is still under consideration, but currently allows for one re-inspection of AHR registered Haflingers 2 and under and, with written request, one re-inspection for those

over the age of two. The question arose whether HBO inspected horses should be allowed to publish HBO earned inspection scores in the AHR magazine. This question will be studied further by the Publication Committee. Suggestions for an educational inspection and a definition to members about where the breed is going were made. Rousseau offered five words (functional, correct, elegant, harmonious and charming) to guide owners in their breeding programs. The Classification Committee will submit program revisions to the Board prior to the next meeting, with consideration for approval at the next conference call.

WEBSITE COMMITTEE REPORT – Gary Leisure reported that a DSL connection is now in the AHR office, making for speedier, more reliable internet service. Plans to revamp the current AHR website were never pursued as the Website Committee felt the \$750 to \$1,000 needed to make changes was too expensive. Leisure stated there will be more in-office adjustments made to the website in 2005 by Ruth Schwab. Emily Gibson, who has extensive computer and website experience, offered to help make immediate changes. Director Hendershot reminded the Committee of the Board's motion made a year ago to create a new website. There is a need for a totally redesigned website and so the Committee will be looking at a web designer, a possible change in server location and moving the routine updates to the AHR office staff. There are multiple suggestions for website content, including making the website fully interactive for the membership and for visitors.

WORLD FEDERATION COMMITTEE REPORT – Chair, Joel Greenisen reported that an initial report was shared with the Board earlier with a full follow-up report mailed to the Board more recently. May 30, 2005 in Ebbs, Austria will be the next WHF meeting. In 2008, this meeting will hopefully be held in the U.S., as it will coincide with 50 years of Haflinger in this country. The subject of pure breeding, which originated with the Swedes, was re-addressed and confirmed that a maximum 1.56% (or 1 out of 64 non-Haflinger blood) is the current acceptable standard for breed registration. It was noted that Austria did not support the 8 generation requirement suggestion.

UNFINISHED BUSINESS included the following items cited by Director Hendershot:

1. HBO response to AHR's proposal...the AHR Board has heard nothing. (In response to this, President Sutton presented a letter dated November 2, 2004 to the Board whereby HBO finds AHR's proposal unacceptable. The letter further states HBO will continue as a registry, with an inspection and classification program, and will remain a member of the World Haflinger Federation.)
2. Election of Directors – There was an earlier suggestion that this election be held later.
3. Appointment of a Parliamentarian.
4. Update Employee's Handbook.

5. Policies and procedures established to govern submission of expense reports.
6. Monthly Financial Reports distributed to the Board.
7. Registration form change to show the registration number on both sides.
8. Director's Application Form – Specifically, the removal of the “Do you own any HBO horses?” question.

NEW BUSINESS: Election of Officers

Dirk Young moved to allow Western Regional Representative Emily Smith to vote in the election due to medical restrictions not allowing her to be in attendance. Gibson seconded. Voting YES (8): Gibson, Hendershot, Inabinett, Jameson, Leisure, Rousseau, Sutton, Young. Voting NO (3): Duvall, Hug, Yoder. (1) Absent. Motion passed 8-3.

EXECUTIVE SESSION followed with election results shown below:

President – Paul Sutton
1st Vice President – Bill Hendershot
2nd Vice President – Theo Hug
Treasurer – Dirk Young
Secretary – Emily Gibson

Meeting adjourned.

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FRIDAY'S MEETING OPENED with Executive Session followed by the establishment of seven primary goals for the AHR in the next five years. These goals were as follows:

1. MONEY – Increase revenue by increasing membership; develop a survey for Haflinger owners who are not AHR members (currently estimated at 8,000); offer reduced membership rates to sellers willing to purchase memberships for their buyers. **Emily Gibon moved that the membership and promotions Committee work collaboratively to create a cover letter and survey to send out to the non-member owners. Rousseau seconded. Motion passed unanimously. Gibson further moved that the Membership Committee review possible first year memberships to new members at the time of the transfer of ownership and what change is necessary to transfer papers. Rousseau seconded. Passed unanimously.**

2. VIDEO – Start compiling video footage, identify the specific type and quality of tape/footage needed. **Jennifer Rousseau moved to obtain a script from the promotional video and create a new committee charged with developing and assembling footage for and producing a new promotional video. Leisure seconded. Passed unanimously.**
3. ACHIEVE ONE REGISTRY – Dialogue will continue with HBO regarding consolidation of registries. *(Hendershot and Young will write a follow-up letter to HBO.)*
4. PROMOTION – Define the structure of the Promotional Committee; create new brochures; redefine regional support and require recipients submit photos and article within the calendar quarter following their AHR sponsored event; research featuring the Haflinger breed on RFD TV or Animal Planet television stations. *(Sutton to contact Lee Golinello before 12/31/04 regarding RFD TV's interest).*
5. BREED EXECUTIVE – Personnel Committee to create an updated job description for Board presentation by June 2005 with review and necessary revisions made every 6 months; have Finance Committee make recommendations for gaining the funds needed to financially support a Breed Executive position.
6. NATIONAL SHOW – Upgrade to a class “A” event.
7. MAGAZINE – Create a quality breed magazine with enough advertising to support its publication.

Hendershot moved that to be in compliance with a previous Board decision to have a Parliamentarian consult for the Board, the BOD should ask Joel Greenisen to be the Board Parliamentarian for future Board meetings, to determine which Robert's Rules of Order should be used and to be available for parliamentary questions. Seconded by Rousseau. Voting YES: Hendershot, Inabinett, Rousseau, Young. Voting NO: Duvall, Gibson, Hug, Jameson, Leisure, Sutton, Yoder. Motion failed.

Motion was made to adjourn by Levi Yoder. Seconded by Hug. Motion passed.
Meeting adjourned at 2:20 p.m.