

TOPICS	DISCUSSION
<p>2006 Annual Board Meeting Wadsworth, Ohio</p>	<p>October 30, 2006 meeting called to order by Pres. Sutton at 8:02 AM</p> <p>Attending: Mike Bobal, Bob Duvall, Emily Gibson, Theo Hug, Bill Jameson, Dave Kraus, Willie Lehman, Gary Leisure, Paul Sutton, Art Winder and Andrew Yoder present. Ruth Schwab of the AHR office was also present. Jennifer Rousseau, Brandy Wagner, Linda Yoder, Robert Eicher, Carolyn Sutton, Lou Sutton and Cele Duvall in audience</p> <p>Introductions by Board members took place</p>
<p>I. Old Business to be covered in each committee report</p>	<p>October meeting minutes approved on line prior to the meeting.</p>
<p>II. Election of Officers</p>	<p>Duvall moved and Kraus seconded that the board go into executive session for election of officers.</p> <p>President: Paul Sutton First Vice President: Theo Hug Second Vice President: Bob Duvall Clerk: Emily Gibson Treasurer: Andrew Yoder</p> <p>Hug made a motion to go out of executive session, Lehman seconded</p>
<p>III. Committee Reports</p>	<p>Audience was informed of the policy adopted by the Board that any questions from the audience will be submitted in writing and will be discussed by the Board at the end of the Committee Report</p>
<p>1. AHR Youth</p>	<p>Dave Wilson and Carolyn Sutton - Co-Chairs Members: Levi Yoder (Director Representative), Leona Loller, Elaine Durlin and Aileen Ayers</p> <p>78 youth members currently—the year's activities included a published newsletter, a raffle, 3 clinics including riding with Jennifer Rousseau, a dressage clinic at the National Show and Dave Ayers gave a driving clinic. All the clinicians were greatly appreciated. An USDA grant partially funded the clinics. A Showmanship clinic possibly will be added next year. Account for the AHRY is at \$4058.16 at this point in the year with some additional income expected.</p>
<p>2. AHFund</p>	<p>Dave Wilson, Levi Yoder, Brent Leininger, Chuck Kohler, Carolyn Sutton and Paul Sutton</p> <p>Discussion centered on how to keep the fund growing, while protecting the original donation. What is earmarked for scholarships is paid out of interest monies only. The AHFund board is responsible for determining the investment of the fund and what percentage of the interest on the account should be dispersed as scholarships. No more than 90% of earned income is to be spent in order to continue to grow the account.</p> <p>Lehman moved, Duvall seconded that the tax code of regulations and paperwork submitted for the AHFund as a stand alone charitable 501 c 3 non-profit corporation be reviewed by Chuck Kohler, including using legal counsel if necessary. No objections.</p>
<p>2. By-Laws</p>	<p>Bill Jameson – Chair Members: Willie Lehman and Chuck Kohler</p> <p>Nine new bylaws proposals approved by the membership in 2006 and the new bylaws are on the AHR website. No new bylaws change proposals are anticipated for 2007</p>
<p>3. Classification</p>	<p>Jennifer Rousseau and Robert Eicher – Co-Chairs Members: Theo Hug, Abram Miller John Dunkel, Brandy Wagner and Mike Dowd</p>

	<p>121 Haflingers were inspected in 2006. There was an overwhelming positive response from the participants in this year's I/C program with the judges becoming far more comfortable with the detailed scorecard resulting in improved communication with the owners and public about the decisions being made.</p> <p>The budget for the year finished with a \$1500 net profit primarily due to the judges offering their services at no charge and personal support from the volunteers on the committee and at each I/C site.</p> <p>The current policies and procedures and scorecard for the I/C committee were reviewed by the Board and there was discussion about any changes being made to the breeding objectives, Policies and Procedures or scorecard going through the committee for discussion before being considered by the board.</p> <p>Discussion of the current status of the I/C database which is now searchable for offspring of stallions and mares based on scored characteristics. Data is being entered by Brandy Wagner and currently exists for 2002 through 2006 and 1999-2001 is being added. This database will be made available to the members in the future once it is finished.</p> <p>Discussion about committee composition with discussion about the need for more workers involved in the regional areas to coordinate the I/C sites and need for the expertise of the chief inspector to be available on the committee. The I/C committee forwards a motion about committee composition on to the Board for approval.</p> <p>Gibson moved, Hug seconded that all future I/C committees should never exceed 40% senior carded judges, and, if possible, should always include incoming and outgoing chief inspector. Duvall objected. Motion carried.</p>
<p>4. Performance Evaluation Committee</p>	<p>Robert Eicher – Chair Members: Lou Sutton, Brandy Wagner, Glen Yoder, Emily Gibson and Peg Brown</p> <p>There have been two demonstration clinics to determine the type of performance tests and how to score the reaction of the horse in those situations. The plan would be to rate Haflinger response/temperament going through an in hand course, a riding course and driving course involving obstacles and unpredictable stimuli so that the character of the horse can be assessed. Training should improve the horse's ability to handle new situations and would positively affect the scoring, even if the horse's basic temperament tends toward a flightier or lazier response.</p> <p>The purpose of the program would be to identify unsafe individuals and to rate the character, disposition and submission of the horse.</p> <p>In this program, a score of 4-6 on a scale of 1-10 would be the ideal score range with low scores being a potentially lazy individual and a 9-10 being a more nervous or flighty horse.</p> <p>There was a discussion about whether to offer this program at the sales to demonstrate Haflinger temperament and trainability and also to offer it during regional events and fun days to decrease expenses. It is hoped that a scorecard will be ready and potential judges identified for 2007 tests.</p> <p>There also were comments that "Performance Evaluation" may not be an appropriate name for the program and the committee will consider other names, such as "Temperament Assessment Testing" or "Temperament/Attitude Assessment".</p>
<p>5. World Haflinger Federation</p>	<p>Joel Greenisen—Chair Members: Jennifer Rousseau</p> <p>A letter will be written to Hannes Schweisgut and the World Haflinger Federation</p>

	<p>delegates to notify them of the legal dissolution of the Haflinger Breeders' Organization, Inc. as it no longer is a registry in North America.</p>
6. Finance	<p>Levi Yoder – Chair Members: Abram Miller and Paul Sutton</p> <p>Proposed 2007 budget reviewed line by line.</p> <p>Membership dues income is projected based on 2000 members in 2007 at an increased dues rate of \$65 annual dues. Registrations in 2003 were 2579, in 2004 were 2142, in 2005 were 1893. It is anticipated that there should be about 1500 registrations completed this year so registration income will be projected based on the final registration count for 2006. Transfer numbers are projected to remain stable over the next year.</p> <p>Proposed expenses were reviewed and adjusted based on previous year expense figures and projected needs in the next year. The Finance Committee will return with a final proposed balanced 2007 budget draft by year's end.</p>
7. Futurity – SIP	<p>Jennifer Sutton – Chair Members: Bill Jameson</p> <p>Involvement in Futurity and SIP was down this year adversely affecting the payouts, so there will be effort to encourage greater participation next year, recognizing that foal numbers are down overall.</p> <p>Enrollment forms will be mailed out November 1</p> <p>Draft futurity numbers a bit higher than Pleasure futurity numbers. The National Show classes had some timing conflicts with the classes that will be changed for next year.</p> <p>There will be a magazine article coming to promote the program and the winners.</p>
7. Judge	<p>Joel Greenisen – Chair Members: Jennifer Rousseau, Mike Bobal, Dayl Phillip and Bob Bishop</p> <p>Written report submitted by the committee chair to the membership meeting. There is a concern about not enough work available for the senior judges, so there is a dilemma about how to continue to keep current judges busy enough, yet train new judge applicants.</p> <p>Seven C Carded judges, seven Senior judges and 6 Learner judges are currently involved with an additional 29 applications on file that will be reviewed.</p> <p>Maintenance of judge accreditation status is also a critical task of this committee and the committee is encouraged to establish criteria for maintenance of active status.</p>
8. Membership	<p>Bob Duvall – Chair Members: Art Winder and Leon Troyer</p> <p>We have 463 new members so far this year but a net loss of 300+ memberships. Discussion about the loss of old members and what may happen with dues increase next year. The office will send reminder notices for members who have not renewed their membership in 2007. Recommendation that a non-member survey should be done again, in an abbreviated form to go to non-renewing members of 2004 and 2005.</p> <p>2005 October mailed 2764 issues of the magazine including 200+ subscriptions 2006 October mailed 2587 issues of the magazine including subscriptions</p> <p>It was suggested by Hug that an article be written in the magazine explaining the</p>

	<p>dues increase as well as reminding members of the history that most AHR members used to pay their \$40 dues as well as pay for a \$25 magazine subscription to the quarterly publication <u>Haflinger Highlite</u>.</p> <p>Bobal moved and Winder seconded that the Membership Committee send out a brief survey with stamped return postcard to all non-renewing members from 2004 and 2005 to get feedback from them about their decision not to renew. No objections</p>
<p>9. National Show</p>	<p>Lou Sutton – Chair Members: Bill Jameson, Brent Leininger, Steve Verhoff, Jennifer Sutton and Carolyn Sutton</p> <p>Over 200 Haflingers were in attendance at the Mason, Michigan fairgrounds, with more draft exhibitors than pleasure this year and over 70 exhibitors total.</p> <p>Sponsorships were down by over \$8000 this year which has affected the bottom line with a net loss of \$184.47 over all.</p> <p>Future potential venues were discussed extensively including a proposal from Louisville, Kentucky</p> <p>Discussion about combining the show and sale earlier in the fall to try to have a better chance at better weather but recognizing that the dates will continue to interfere with the youth being in school.</p> <p>At this time, the Michigan site has been reserved for the first weekend in October but the Show Committee will review other potential options and will report again during our December meeting.</p>
<p>10. Planning</p>	<p>Willie Lehman and Chuck Kohler – Co-Chairs</p> <p>Long range goals put together in 2004 are the latest work of the committee and the committee was inactive this year due to the financial limitations of the organization at this time.</p>
<p>11. Pedigree</p>	<p>Theo Hug – Chair Members: Ray Miller, Abram Miller, Anita Sweeney and Dave Kraus</p> <p>New proposed Haflinger color policy for the breed standards in the AHR Handbook, effective 10/31/06:</p> <p>Acceptable colors for Haflingers include a full range of “chestnut” colors ranging from light blonde to dark liver. A white coat color is not an acceptable color for a registered Haflinger and therefore Haflingers with white coats are not eligible for registration. White markings are permitted on the horse’s face and legs only. Any significant white spots or patches on the body are not desirable and can result in a foal with these type of markings being denied registration. The mane and tail should be white or flaxen. Red or grey mane and tails are not desirable.</p> <p>Lehman moved, Bobal seconded to adopt this color policy for the AHR handbook. No objections.</p> <p>Discussion about the stallion license renewal fee of \$30 being due by Dec. 31 along with the breeding report, even if the stallion did no 2006 breedings. A postcard will go out to stallion owners reminding them of the deadline.</p>
<p>12. Personnel/Office</p>	<p>Paul Sutton – Chair Members: Levi Yoder, Gary Leisure, Theo Hug and Carolyn Sutton</p> <p>Staffing has been stable for the past three years, with the office running smoothly with good turn around time in paperwork. There are always “crunch” times around</p>

	<p>the end of the year and after Sales, and there are still volunteers helping in the office to avoid getting far behind.</p> <p>Discussion about need for increased marketing and promotion efforts such as the AHR promotional booth at events, shows and sales as it is dependent right now on voluntary labor.</p> <p>Discussion about the need for a new server in the office for storage of the pedigree database and other essential records, and approval given to purchase a new server. Replacement computers and phone system are also needed, and will be purchased when budget allows.</p> <p>Discussion about how to make the published membership list more readable, sorted by last name, and also possibly sorting by state as needed, and including email listings so that group emails from the office would be possible, with less expense in postage and mailings. The database comes from the Heavy Horse software, and they are being consulted about the flexibility of the database to adapt the member list for publication.</p> <p>Discussion about educating the membership about the multiple tasks managed by the office staff and the time involved in the work managed in the office.</p> <p>Discussion about personnel policies and updating the employee handbook based on requirements of state law.</p>
<p>13. Points/Awards</p>	<p>Danny Inabinett and Ann Walton – Co-Chairs Members: Doris Thomas, Edie Ferguson and Art Winder</p> <p>No submitted report. AHR members are submitting their information for points and awards at the end of the year.</p>
<p>14. Promotions/ Advertising/Regional Support</p>	<p>Mike Bobal – Chair Members: Dave Kraus and Lisa Schott</p> <p>Promotional booth sold almost \$15,000 worth of AHR merchandise at 9 different events and sales, manned entirely by volunteers, primarily Paul and Carolyn Sutton.</p> <p>The committee had a very restricted budget in 2006 so there was a cut in the size of ads in magazines, and regional support limited to \$200 for requests.</p> <p>Discussion about getting a volunteer from regional areas to help distribute registry and breed information to 4H organizations, with the possibility of a donation of a Haflinger to a 4H member in a selected state, and then expand beyond that to other states. This has been done in Pennsylvania, Indiana and a few other states with great promotion and response as a result.</p> <p>Mike Bobal will retire as chair of the committee at the end of 2006 and his service is deeply appreciated.</p>
<p>15. Publication</p>	<p>Gary Leisure – Chair Members: Emily Gibson, Art Winder and Linda Winder</p> <p>There was a reminder from the committee that the original intent of the publication of the AHR magazine was for communication with the registry members rather than to create a for-profit magazine. The purpose of the magazine has changed over the history of the registry and now has potential broader appeal beyond just AHR members, illustrated by a growing number of subscriptions (now 10% of the readership).</p> <p>Discussion about lack of consistent committee policy regarding free publication of announcements promoting non-profit events, shows or sales. There was concern that not all events and shows are being treated equally in the magazine. The potential solutions include an expanded calendar page, or to include</p>

	<p>announcements as inserts, or to have a regional events page for free advertising in a 1/8 space.</p> <p>A flyer will be made available for the regional events and shows promoting the magazine for subscriptions.</p> <p>Our printer has consistently given us the best printing prices given the quality of paper we prefer in the magazine. Downgrading the quality of paper would not save that much money, but the appearance of the magazine would be significantly affected.</p> <p>Inserts are being listed separately on the financial spreadsheet for expense purposes and are clearly saving the registry money in decreased postage, paper and envelopes and stuffing time for mailings. It is agreed that the magazine represents a value to the members of at least \$10 out of the annual dues and that should be credited as a line item in the budget as "Magazine support from dues" .</p> <p>There was some discussion about content and in general there have been positive comments about the current mix of articles, but everyone agrees more color photos would increase the appeal of the magazine.</p>
16 Sales	<p>Dave Wilson and Danny Inabinett – Co-Chairs Members: Phil Greenisen and Levi Yoder</p> <p>Discussion among committee members about moving up the fall sale to an earlier date as the weather is a concern late in October. A sale date change would mean a membership meeting change and Board of Director meeting change.</p> <p>Stallion service auction timing will also be discussed by the committee.</p>
17. Website	<p>Emily Gibson and Gary Leisure – Co-Chairs Members: Mike Dowd and Office Advisor, Ruth Schwab</p> <p>The website is getting 6000-7000 hits to the home page monthly, with the most frequently visited pages being the farm directory page, the classified ads, the stallion listings and AHR Sales catalog on line.</p> <p>The site is #1 horse site in a Haflinger search on Google.</p>
18. Video	<p>Lee Golinello – Chair Member – Dave Kraus</p> <p>In 2007, we need to collect digital tape of Haflingers in a variety of activities to create a new promotional DVD. An article in the magazine will let members know where to send their digital videos.</p>
19. AHFund	<p>Dave Wilson, Levi Yoder, Brent Leininger, Chuck Kohler, Carolyn Sutton and Paul Sutton See discussion under AHR Youth above</p>
20. Nominating	<p>Will need to identify a new chair and committee for 2007</p> <p>Discussion about whether to change the bylaws to specify that faxed or electronic signatures can be accepted for nominations, but since the bylaws state "signatures" only, it is covered.</p>
Adjournment	<p>Hug moved, Kraus seconded the meeting should be adjourned at 8:12 PM on October 31.</p>