

# International Andalusian and Lusitano Horse Association

## Board of Directors

### Regular Meeting

|      |              |      |              |
|------|--------------|------|--------------|
| Date | May 17, 2014 | Time | 9:00 am CST. |
|------|--------------|------|--------------|

Chair in Attendance? ☒ Julie Alonzo, President

Secretary in Attendance? ☒ Leesa Nero

Julie Alonzo, IALHA President, called the meeting to order at 9:00 am EST.

#### Members in attendance at roll call

#### Members Absent

| Last Name | First Name     | Title          | In Person or Telephone | Last Name | First Name | Title             |
|-----------|----------------|----------------|------------------------|-----------|------------|-------------------|
| Alonzo    | Julie          | President      | In Person              | Camp      | Gary       | Director at Large |
| Laake     | Kay            | Vice President | In Person              | Mathy     | Allison    | Director R1       |
| Mohr      | Sherry         | Treasurer      | In Person              |           |            |                   |
| Nero      | Leesa          | Secretary      | In Person              |           |            |                   |
| Camp      | Lisa           | Show Chair     | In Person              |           |            |                   |
| Dees      | Alex           | Director R2    | In Person              |           |            |                   |
| Smith     | Janita         | Director R3    | In Person              |           |            |                   |
| Holman    | Nancy          | Director R3    | In Person              |           |            |                   |
| Dell      | Malen          | Director R5    | In Person              |           |            |                   |
| Malone    | Jill Glasspool | Director R7    | In Person              |           |            |                   |
| Malone    | Robert         | Director R7    | In Person              |           |            |                   |

Current strength of body was 13. Member # for quorum was 7. Members in attendance were 11.

☒ Quorum Achieved

#### Guests:

| Last Name      | First Name | Title                        | In person or telephone? |
|----------------|------------|------------------------------|-------------------------|
| Sausman        | Karen      | Registrar                    | In Person               |
| English        | Cameron    | Foundation Guest             | In Person               |
| Stenfoss-Dacre | Celia      | Member R4 & Foundation Guest | In Person               |
| Erland         | Courtney   | Member R3                    | In Person               |

#### **TREASURERS REPORT**

Sharon Mohr gave the treasurer's report and indicated we are doing well. Insurance premiums to date have been paid. Sherry asked for copies of the show contracts. Purchase Orders must be submitted or else you will not get paid. Finance and Fund Raising Committee requested that all board minutes be sent to Amy Star. Leesa Nero inquired about a few items on the April P & L. Kay Laake then requested that old minutes be moved to a link and to just have the current year posted. Leesa Nero suggested a minimum of 3 years. The structure of the current web site has size limitations. Alex Dees suggested having a Tab of Board Activities and asked who is on the

Website Committee. Kay Laake answered but indicated we are not ready to make adjustments to the Website until we launch Member Services on May 27<sup>th</sup> to then go online to renew. Avectra will allow us to have a separate Directory listing of Farms and Services available to everyone. Our current website is very limited and not like what Avectra will be able to provide.

### **OFFICE PHONE SYSTEM**

Prior to the Board meeting Leesa Nero sent both a written summary report and a detailed 115 page document, which included results of the research investigations into a new phone system, and quotes provided by possible service providers. Based on the information received back we are not comparing apples to apples. During the meeting she went over the summary report. Discussions that followed entailed:

- A. Dees questioned the need for an (800) number and why we were looking into it. The history of why we even looked into this was explained and if we moved towards the “cloud” we would not need it. She suggested even voting on this one item by itself might be necessary to resolve this issue.
- K. Sausman had Brad Mooneyham (our IT tech) were on the phone with AT&T at the same time. She says he felt that if we had the extra \$100.00 per month the T1 line would be the way to go (instead of having just copper phone lines) especially if we are starting to do more upload and downloads as the dedicated “pipe” would be faster.
- L. Nero, R. Malone and A. Dees all agreed in that whatever we do we need to take this “opportunity” to move our communications forward to use improvements in current technology and offerings to better communicate with and service our members.
- R. Malone felt if we have some guidance as to where we want to go with our phone system then the Board needs to come up with some recommendations as to how to move forward with narrowing this down.
- K. Laake, from Membership Services side, felt it is important to get this finalized and moved forward. Let’s do whatever it takes to decide and move forward. Finalize this within 30 days.
- K. Sausman felt the consensus was moving towards a T1 line, to let more decisions take place, and then take a little more time to look into the other options.
- M. Dell felt we should jot down a list of things we think we need this afternoon and revisit this tomorrow and maybe make a motion then as to how to move forward.
- A. Dees agreed we need to revisit this tomorrow and to establish a foundation for a phone system and then build upon it.
- J. Alonzo tabled further discussion on this issue by adding to Sunday’s agenda and asking everyone to think about this more today and tonight, re-read the information, and come back prepared to make some decisions.

### **COMMITTEE AND BOARD OF DIRECTORS APPOINTMENTS**

➤ Malen Dell, Director Region 5, made a motion to:

#### **MOTION**

**Reappoint Sherry Mohr as the PSL Commission President and Commission Member for a three year term. Appoint Terrye Branson, from Region 5, to the Elections Committee. Appoint Gary Camp, from Region 2, to the Ethics Committee. All appointments to take effect immediately.**

- Sherry Mohr asked if Gary was being recommended just to fill the 2<sup>nd</sup> board seat. Chair, Leesa Nero, responded he was approved by the committee to fill not only the 2<sup>nd</sup> board seat but to also fill a vacancy in Region 2.
- ✓ Voting strength of the body was 10. The motion carried with 10 ayes, 0 nays, and 0 abstentions. Motion passed unanimously by voice vote.

### **REGISTRY REPORT**

*Karen Sausman gave the Registry report in terms of where they are in obtaining bids from at least three companies to improve the registry software. Went into what we still need, and want to do, with improving the software. The committee is still debating about if a horse is registered with another registry do we want to add that to our certificates. This is the time to dream this stuff up to make sure whatever is chosen will work:*

- *J. Malone would love to do searches on primary and secondary horses.*
- *L. Nero wanted to make sure the Board sees all bids even with the committee's recommendation.*
- *R. Malone's word of caution, using Amazon's cloud example, as cheap and fast solution so caution in this simple conversion is to back check that we don't implement a data base structure that becomes obsolete.*
- *C. Stenfors-Dacre commented on the interesting trends on registry numbers for 2013 and 2014. Karen responded right now Lusitanos are the fastest growing in our registry. S/P horses still being bred and registered and we are the only registry who recognizes them as purebreds. Lusitano numbers represent a number of ranches/farms not just a few.*
- *N. Homan said we should recognize S/P's as "American S/P's".*
- *R. Malone stated crosses are Half-Andalusian but are not listed with sub-categories and it may be in the interest of the IALHA to further clarify the other 'Half' by acknowledging those sub-sets. Karen responded we cannot legally register Warlanders and Aztecas. We are limited by our articles to registering "Half-Andalusians". Would need an articles and by-law change to do otherwise.*
- *J. Malone feels the environment has changed about the "Andalusian" so would it be possible to consider an article change?*
- *K. Sausman said the committee is looking into/discussing registering a Half to a Half, which is genetically, still a half. But some committee members still feel it should be a purebred as the other half. She is interested in money and capturing new members if we open this up to other categories and sub-descriptions.*
- *A. Dees and L. Nero both gave reasons to Celia as to why the registry numbers of the purebreds maybe up or down and why the Half's are down.*
- *R. Malone is speculating there might be a path way, without aggravating the sister organizations, by incorporating their nomenclature into our papers. Julie Alonzo said we run into an issue that if the offspring has not been approved or registered with the other sister organizations. Karen indicated she is capturing data within these categories. Robert suggested it would be nice for the committee to recap the listing of the other "half's" to the board on a regular basis. Karen then indicated there is enough space on the certificate if the science color test is done to add this info but not willing do that unless we have that information. IALHA can do color testing at a cheaper price if members request it.*
- *N. Holman, on the colors some descriptions are different. For examples some may or may not test for Roan; which Davis does test for.*

- K. Sausman still can't test for the "dun" factor.
- R. Malone, as a student of color genetics, is sure Karen is knowledgeable that the color descriptions change and the alleles would need to be listed and not just color descriptions.

### **NATIONAL SHOW UPDATE**

Lisa Camp found out the night before the BOD meeting that Jim Havelhurst, WE judge, has had to pull out due to medical issues. She does not have the next in line list with her but will go down the list to find a replacement. Membership and Board meetings during the National Show are currently scheduled for that Sunday (closing/moving day out) which is not a requirement and for the Board to think about other options. Julie Alonzo said to hold this thought for now and we will come back to it. Terrye Branson, member Region 5 and insurance coordinator, has brought to our attention the Ft. Worth facility contract has opened us up to liability for our vendors as in the past they do not have nor provided their own insurance. Options: Will the facility modify their contract which is unlikely. Will the vendors provide their own insurance? Some probably do and some do not. Leesa Nero forwarded to the entire board the Vendor Contract Template (set up in 2012) that specifically included the insurance requirements to have a booth at the show. Kay Laake said the IALHA's booth needs to be outside the office and should be in a prominent location and not in a corner like last year. Janata Smith gave a report on the Sponsorship/Patron Program. This committee divided up who to contact as possible sponsors. She has a saddle fitter who wants to take a booth and do a clinic as well. A list of who has been contacted and who has pledged is currently on Google Docs. Celia Stenfors-Dacre has worked with Montana Silversmith in the past and will send their info to Janita to contact them. Robert Malone said Working Equation might be a new market area for Montana Silversmiths. Lisa Camp suggested giving others an opportunity to be part of a Membership Pool to contribute funds to the show for those who cannot afford to donate large sums of money.

Janita Smith brought to the Board the request to rescind the vote to rotate the show until more due diligence can be done and come up with a six year plan. Robert Malone asked what is required to resend the previous vote to rotate the show. Jill Malone voiced her opinion as to the results of the survey sent out that the majority of the members who responded want it rotated. Malen Dell said most people responding to the survey have never shown at Nationals and will never show at Nationals. Breeds such as Quarter Horses and Arabs use to rotate their show and have stopped. Julie Alonzo confirmed 2/3<sup>rd</sup>'s majority vote is required to resend a previously approved motion. Leesa Nero voiced her concern that the National Show does not represent true champions as horses from around the country are not represented so it has basically become a regional show, the National Show has historically lost money, we don't have the numbers to compare us to the other larger breeds and for all the time and money that it goes into the National Show it should be rotated to better serve the members. Alex Dees feels rotating the show might be a way to invigorate members who have been disenfranchised, a way to get those that have never show at a Nationals before to do so, and is an opportunity to move forward. She feels it is fair to say with a 6 year plan it will never get done but with it looming before us we will be forced to work on it and agrees we do need a committee to drive this now. This comes down to essential fairness, an outreach to our members, supporting our members, and giving them this opportunity and the chance to participate. Sharon Mohr asked about the status of the investigation into the 2015 show location. Leesa Nero indicated she had reached out to a National Show committee member to assist her in researching facilities and filling out the spreadsheet started but the member has never responded and work on this task had stopped due to this new request being brought up again. Kay Laake compared this change to what has transpired with the Membership Services changes, agrees with Alex Dees, and to a certain extent we have to respect the decision of the Board and

understand that Ft. Worth, TX is not a “central” location for many. Malen Dell referenced the Alliance and what happened to that group. Robert Malone noted the preponderance of the members of the show committee are from TX, and where as this makes sense to pull from these local volunteers, there is an intrinsic risk as to a bias to TX due to this structure. Another way for others to look at this is if a given farm is regional in its location moving the show and attending gives that farm the opportunity to expand their exposure and outreach. There needs to be a preponderance of evidence to rescind a board’s decision or else this may affect the effects of the board and its decisions. Individuals from TX should reevaluate their stance as to the opportunities that might be afforded to the board community of all members in other areas of the country. Celia Stenfors-Dacre expressed the US is a big country, and noted she drove from Wyoming to be at this meeting, and logistics are difficult. We need to have more open thinking, north, south, east, west show, whatever you call it, and maybe the shows are videotaped and a panel of judges viewed the videos to determine the champions. We are not what we were a few years ago (even referenced the thoroughbred industry) and we all have other/various reasons for not being able to attend but agrees with Alex Dees in that we need to think out of the box. Horses are no longer a necessity, and are instead a luxury, and if there is only one horse in the class, which wins, that is not the same as if the horse is in a huge class. Explore other opportunities to increase participation. Courtney Erland, a relatively new member to the IALHA and not involved in past politics, feels there is a little gap in the education of its members and would love to see more people go to the IALHA shows which rotating might facilitate. Kay Laake agrees with Sharon Mohr in that we need an ongoing sub-committee to work on rotating the show. A sub-committee should include people who are not currently on the Show Committee as they already have enough to do. Janita Smith does not necessarily want the show in TX, and does not necessarily go with what her trainer always says and wants, and does not care if it rotates, but is concerned that it looks like we are not prepared for rotating. Leesa Nero said that is one reason why the Board voted in October to keep the show in Ft. Worth for 2014 to allow for the time to do the research for the 2015 location. Lisa Camp said this has been a huge learning experience for her, and this whole committee idea is great but it takes a long time to get anything done and they are even meeting every week, but they are moving forward. Feels it is possible to put on a 2015 show someplace else but also feels there needs to be an ad-hoc committee to push it forward. She would like to work with the next Show Chair for the 2015 show and who should be from the “eastern” area. We all need a level playing field that broadens the opportunities to our members. She likes the idea of ongoing fund raising to encourage members to participate and by rotating the show it opens up markets for breeders in other parts of the country. She does not like the idea of determining the champions by video as we all know how wonderful it is to see these horses live and in person. Sharon Mohr expressed the ERACH show is all Region 6 and 7; and the volunteers are there. She wants to hear from our Foundation guests what they think of moving the show around. Cameron English worked their National Show for three years, worked with Amy Star on the collaboration of the IALHA National Show in 2012, and wants to discuss the possibility of doing this again later, but has seen horse numbers go down but cost goes up. He suggested awarding cash to the winner of the categories at a smaller show to then help them cover the cost to ship their horse/s to meet to win in a National Grand Champions show. Alex Dees, while not on the October 2013 minutes, there was a lot of discussions as to the pros and cons of rotating the show. Courtney Erland asked if we are required to elect members to serve on a committee where upon Julie Alonzo indicated the Board can appoint people now to serve on the sub-committees to plan for these rotating shows. Karen Sausman said clearly nobody wants to make the notion to resend the vote taken in October so is there a way, other than the minutes to send a message that there was a motion to resend but never approved?

➤ Janita Smith, Director R3, made a motion to:

**MOTION**

***To rescind the October 2013 BOD decision to rotate the IALHA National show until due diligence has been done in regards to new locations, costs, availability and suitability, contract lengths, available volunteers, etc. and a feasible six year plan can be proposed and put in place.***

- This motion was not seconded and therefore it was not voted upon.

Julie then started a list of volunteers who were willing to work on the rotating show:

2015 = Leesa Nero, Jill Malone, Courtney Erland

2016 = Alex Dees, Julie Alonzo and Lisa Camp.

**NATIONAL SHOW ARTWORK**

*Nancy Homan made a presentation to the Board of artwork submitted for the 2014 National Show. The committee narrowed selections down to 6. First round of voting has El Rey (Brown) and Enigma coming in as top two choices with the final vote resulting in El Rey (Brown) coming in as the final selection.*

**PROPOSAL FROM IALHA MEMBER**

*Celica Stenfors-Dacre, IALHA and Foundation member, gave an introduction of herself, her history, her horses, her Foundation Board position, and presented a power point called "Let's Talk About our Incredible Breed & Beautiful Horses: Proposal for ONE Pure Spanish Horse Registration Certificate". She introduced Cameron English, Foundation Board member, who has met some of us and feels the collaboration between the two organizations during the 2012 National Show was successful. The feedback they have received it registration of the PRE's too complicated and too expensive. What we have in common is that we want to promote this horse to the world. Positives are what Fuego has done and other things like him but they have looking at what are the bottlenecks to the process of buying and owning the PRE. This has generated the interest in putting this proposal together and presenting it to us today.*

*The PRE is the only one that is currently fragmented. Our competition is other horse breeds; not each other. Within our group we understand who these horses are but the general public does not. The idea is to "unify the Pure Spanish Horse...." Owners are currently triple registering their horse/s with IALHA, PRE Mundial and ANCCE. Registering an adult horse with a single registration at current pricing would cost about \$300 to \$369.00. (Refer to power point). What The Foundation is proposing is:*

- *One standard Pure Spanish Horse registration certificate between IALHA and PRE Mundial.*
- *Revision/qualification offered, and applied for at owner's discretion, through PRE Mundial.*
- *Allows all Pure Spanish Horses to participate in breed shows without duplication of certificates and generates increased revenue through increase show participation.*
- *Reduces owner and organization expenses as well as time savings.*
- *Reduce fragmentation through unity – adds value, strength and clarity to our breed.*

*The U.S. could become the world leader with this horse based on what is going on in Europe and Spain. The purpose of this presentation is to encourage communication and brainstorming to unite the Pure Spanish Horse in America. Through unity we can strengthen our breed, increase show participation, reduce costs and recruit new owners to our magnificent horses.*

- *A. Dees asked if this was approved by the Foundation membership; yes. Would this be a revised certificate; yes.*

- *J. Alonzo stated this is a proposal to discuss and think about; not for a vote today.*
- *S. Mohr asked about their Sport Horse Registry classification and if this causes issues with moving forward then it is up for negotiating. Maybe an extra fee to have horse registered with another organization.*
- *J. Malone asked would this include sharing a microchip, sharing of shows and incremental steps if don't move to the end; maybe a place to start.*
- *K. Sausman stated the IALHA does not require a new microchip or DNA if already done by the Foundation and vice versa. Simple registration would start with the IALHA. IALHA does not require revision or inscription to become breeding stock. If our horses don't require revision/inscription now then they and their foals can't be revised/inscribed with the Foundation. Celia gave her own opinion of this and feels we should be able to eliminate this process here in the US and we should create our own process. Doesn't think the past historical issues, and what is dictated by Spain, should drive us with these horses in the US. Foundation could continue to offer the revision/inscription process.*
- *A. Dees, we have refused to designate a two tier or three tier systems to our approved horses so a joint certificate is a fundamental problem.*
- *C. English feels they are looking for a common denominator to make the process as easy as possible to the masses and PRE owners.*
- *S. Mohr, what happens if there is a broken line? Foundation closed the book but they have the TRC which is a Tribunal, who reviews cases individually, and then makes a decision on this.*
- *M. Dell agrees with Alex that revision and inscription is an elitist system. The breeding here is doing well; just as well as the mother county.*
- *A. Dees, do we want to pitch that a horse is IALHA approved, take their fee, and run the risk the Foundation tells them that the horse is not approved?*
- *C. Stenfors-Dacre, indicated the horse owner would get the same certificate no matter which organization one went with first. Envisions a lot of people would put a lot of value in this combination certificate and the "elitist" could move forward to the neck step if they wanted to.*
- *A. Dees appreciates the strategy of the unbroken line, and it would appear her "open" strategy is actually in line with the IALHA mission, as what she personally advocates is along the lines of our current registry.*
- *C. Stenfors-Dacre vision, in a perfect world, would be to come up with a hybrid of what we have now. A lot of how Europe is built is based on having enough money to buy what you want changed. She would like to keep the genetics but referenced what happens with inbreeding in people from a scientific view and wants to improve the genetic pool. Based on finances and the fact that the studbook is being opened and closed and open and closed, if we could develop the progression of good genetics and not whether mom or dad are in the studbook or now would be the preference for the breed.*
- *K. Sausman said we are bound by our articles and bylaws and to do the research to complete true parent verification for our purebreds. That is our criteria and the horse has to be able to trace its full ancestry back to Spain. One of the most important things is that we have created a mission and stuck with it.*
- *L. Nero said that she must be an "elitist" then because she chose to revise and inscribe her PRE. As a member of both organizations she presented her view point as to how difficult it is to be so divided and how expensive it has become.*

- *J. Malone asked what best long term for the breed as this fragmentation cannot be good for the breed. Keep in mind what is best for the horse and the owners. Maybe inroads might be best started with collaborating on shows.*
- *J. Alonzo, maybe we could come to an agreement as to the same ground rules, depending on whether the registrations came to either organization.*
- *C. English said they came today to start a dialogue, that they respect the IALHA's process, and didn't mean to solve everything today but trying to look forward to tomorrow to more American PRE horses. They want to plant the seed of the idea and want to hear back from us. Looking forward to continue collaborate and work with the IALHA and really want to give newbies a good experience and bring them along.*
- *J. Alonzo, in the past someone mentioned a possible revision process for the S/P and if we are throwing this out there, and if the owners want to subject their horses to this, then maybe we could do this too.*
- *J. Malone, we don't really have clear standards and does not like S/P saying it is superior to the other two cause's problems. What are these horses really "representing"?*
- *J. Alonzo, if we as a group can say we can be involved with the PRE inspection is might be of interest to our members.*
- *K. Sausman, we cooperate because Portugal wants us to cooperate. If ANCEE wanted the same operation with us we would do it with them as well. They willfully do not cooperate with us.*
- *R. Malone, as he listens to Celia's argument he recalls the dominance of the northern Europe Breeders. He made the case driving towards a high quality Andalusian that is more promiscuous in its source. Hears continuous revision line back to antiquity but the pragmatic is we want to build a dam good horse. Celia makes the case for breeding to the best quality and characteristics of the breed that would be unfettered by the inscription process. It's not building the best horse as much as bred to get the best horse with gene diversity.*
- *J. Malone disagrees because of the availability of AI. We have the genetics now but to keep that standard and to keep limiting options is dangerous. Doesn't envision that the stud book won't be open again. If it stays closed yes there is a limit.*
- *S. Mohr asked what if a horse/s fails during inscription and Cameron assured her that yes some do. ANCEE has made exceptions and they do too. Now we are focusing on the exceptions and what they are trying to get to is to get us to work together to continue to maintain the quality standard. He was sued by someone when the new owner could not get the papers from Spain and he had to fly to Spain to get it. Would challenge everyone who is involved with the horse to maintain the quality of the horse and improve its marketability.*
- *R. Malone asked Cameron to state objectives. His response was:*
  - 1) a way to simplify the process to register their horse,*
  - 2) a better way to show and participate our horses,*
  - 3) reduce overall cost and complexity*
  - 4) maintain the quality by preserving promoting and protecting the breed in America and to do this without being subject to Spain.*
- *J. Alonzo, will table this for now, think about it tonight, and go into closed session to discuss more tomorrow. Reiterated it was not intended to make or vote on a motion on this today.*
- *K. Laake did say it is a drawback right now that we don't qualify our stallions.*

- *C. English invited us to attend their board meetings and to talk more and talk about our shows.*

*We reconvene tomorrow at 9:00 am with moving some topics to tomorrow. Julie sending out a revised agenda. Plan tomorrow is to agenda by 2:00 pm.*

Meeting was adjourned at 4:56 pm CST.

Prepared and submitted by,

A handwritten signature in blue ink, appearing to read "Ivan Am Nio", with a long, sweeping flourish extending from the end.

IALHA 2014 Secretary

# International Andalusian and Lusitano Horse Association

## Board of Directors

### Regular Meeting

|      |              |      |              |
|------|--------------|------|--------------|
| Date | May 18, 2014 | Time | 9:00 am CST. |
|------|--------------|------|--------------|

Chair in Attendance? ☒ Julie Alonzo, President

Secretary in Attendance? ☒ Leesa Nero

Julie Alonzo, IALHA President, called the meeting to order at 9:06 am CST.

#### Members in attendance at roll call

#### Members Absent

| Last Name | First Name     | Title          | In Person or Telephone | Last Name | First Name | Title             |
|-----------|----------------|----------------|------------------------|-----------|------------|-------------------|
| Alonzo    | Julie          | President      | In Person              | Camp      | Gary       | Director at Large |
| Laake     | Kay            | Vice President | In Person              | Mathy     | Allison    | Director R1       |
| Mohr      | Sherry         | Treasurer      | In Person              |           |            |                   |
| Nero      | Leesa          | Secretary      | In Person              |           |            |                   |
| Camp      | Lisa           | Show Chair     | In Person              |           |            |                   |
| Dees      | Alex           | Director R2    | In Person              |           |            |                   |
| Smith     | Janita         | Director R3    | In Person              |           |            |                   |
| Holman    | Nancy          | Director R3    | In Person              |           |            |                   |
| Dell      | Malen          | Director R5    | In Person              |           |            |                   |
| Malone    | Jill Glasspool | Director R7    | In Person              |           |            |                   |
| Malone    | Robert         | Director R7    | In Person              |           |            |                   |

Current strength of body was 13. Member # for quorum 7. Members in attendance were 11.

☒ Quorum Achieved

#### Guests:

| Last Name | First Name | Title     | In person or telephone? |
|-----------|------------|-----------|-------------------------|
| Sausman   | Karen      | Registrar | In Person               |

#### **BOARD MEETING LOCATIONS**

*Alex brought of the problem with trying to attend the 1<sup>st</sup> quarter board meeting in another location other than that of in conjunction with the USEF conference in January in KY. More discussion later.*

#### **STALLION AUCTION**

*Kay gave a report on the success of the Stallion Auction. Got a lot of good feedback on the poster that was created. Need to move up the publication of the stallion flyer. Have 12 stallions going into the 2015 calendar with Faisan AT as the leading bidder so will grace the cover.*

## **MEMBERSHIP COMMITTEE UPDATES**

Kay gave a report on the status of the new MSA staff member and how the data transfer is working. Brought up on the projection screen an example of what the Membership page will look like where the members can log into and update information and guests can find farms, vendors, services, etc. It will also list Upcoming Events and could be linked to the Google Docs calendar. It will also allow members to sign up for these events online. Plan is to get this launched and then work on the enhancements. Also has a Committee Leadership section which would list the Board members and contact info and list the Committees and all reports can be uploaded to this section too. Online Store where members can sign up for membership or buy products. Home page has a separate icon that specifically says Membership Renewal and links back to the Online Store. Once signed in a member can update and add to their information. Articles could be where we place meeting minutes. Custom Section could be where you sign up for the show entries. Sponsorships is where members can donate online. Region can be "regional" information for members to view. Membership renewals is down from last year at this time. Number of Business Members has dropped most likely because of the Bylaw change of Joint Memberships but with this new farm directory this might increase. Three new lifetime members this year. Separation from AR scheduled for May 27<sup>th</sup>. Jill to do another News Brief with Debbie at AR at the end of the month and then new MSA will pick it up after that.

## **YOUTH PROGRAM**

Youth, Anna Young, has requested a "Youth Division" for the National Show (we think for the 2015 show) which was discussed with the Show Committee with awarding medals. Show Committee has asked her for sponsorships to pay for the medals but they have not heard back from her as to securing this. Nancy explained to her the list of classes she requested some are in conflict. Malen said a number of these classes are available but we cannot break it down by these ages as not enough entries to support that many. Erica Peet trying to get Under Armor to underwrite this program. Janita to tie Erica and Anna together to work on this.

## **YOUTUBE CHANNEL**

Get a YouTube Channel under our name and do it for free at first and post videos of WE and National Show video and then we could sell to our members for a fee for a month and then take it down and put up new ones. Kay will grab the info and then we need to see if someone can manage it. Download and upload can take a long time so should be maximum video lengths. Julie went online and secured the channel during the discussion.

## **COLORING BOOK**

Getting requests for coloring books for children. Malen suggested contacting show artist to draw line drawings. PDF the coloring book so others can print it off for children to color.

## **AMBASSADOR PROGRAM**

Ambassador Program has 8 events scheduled and are happy they are getting paid. Required to send in photos of the booth. Share the photos and information with the members via Facebook. Discussions ensued about individuals bringing back who stopped by the booth as contact info so as to follow up with them as part of a marketing campaign.

## **AR TRANSITION DOCUMENT**

AR sent a transition document while we were working on our own submittal. Alex said the end date should be July 31<sup>st</sup> which is already listed under 5.c. but it needs to also include the info regarding the mailing of packaging/mailing. Modifications to their submittal were discussed. We will provide postage and labels for their use for anything they receive after the July 31<sup>st</sup> end date. Delete item #4 as we do not need it done and they are not authorized to do this work. AR is not an "employee" they are a vendor/contractor. Julie shall add reimbursement should be within 30 days. Mailing of any documents and mail: Kay wants it to go to Kiri in KY who would then enter the info and mail any checks to AL for Dan to process. Sherry wants the originals/mail to be sent to AL instead. Alex Kiri does not need the check or the credit card. All Kiri needs is a scanned image of the membership application/renewal. Leesa suggested the membership renewals and payments be sent to AL and then scanned immediately and emailed Kiri that same day with all other membership items address going to KY. Karen, Reva opens the mail, fills out a transaction sheet, gives the money to Robin who codes it and double checks it and then physically goes to Dan who enters it into QuickBooks. Three step process of checks and balances. Concerned about the checks being mailed back and forth they could get lost in the transfer. More work for the AL office to have all mail sent to them but is more secure. Julie why would you have Reva opening/handling more mail. Any way the mail will be handled twice whether it is AL or KY. Alex the simpler it is always the better. Ask Bill (our Auditor) what he would suggest and what he recommends. Best practices question for Bill and it would be good on a conference call with Bill, Kay, Sherry and Julie on the call so there are not personal interpretations. Membership mail to be sent location to be determined.

#### **OFFICE PHONE SYSTEM**

Alex: Clear evidence if we need the T line should go ahead with AT&T and then brainstorm about the "cloud" services. Staged process to kick off the critical part and then move on. General discussion with Leesa concerned about the differences between the AT&T and the Wind Stream quotes. Alex expressed concern about Wind Stream service capabilities since AT&T already has lines in place.

➤ Malen Dell, Director Region 5, made a motion to:

##### **MOTION**

**Authorize the EC to decide on the contract for phone service based on Leesa Nero's further research.**

- ✓ Voting strength of the body was 10. The motion carried with 10 ayes, 0 nays, and 0 abstentions. Motion passed unanimously by voice vote.

#### **POLICIES AND PROCEDURES**

➤ Malen Dell, Director Region 5, made a motion to:

##### **MOTION**

**Have Policies & Procedures committee review all contracts that involve the leasing of office space, facilities for IALHA shows, clinics, and related venues so that insurance requirements may be met and onerous indemnity language may possibly be negotiated out of the contracts.**

- ✓ Voting strength of the body was 10. The motion carried with 10 ayes, 0 nays, and 0 abstentions. Motion passed unanimously by voice vote

- Malen Dale, Director Region 5, made a motion to:

**MOTION**

***If needed add a section in the employee handbook to address discrimination by June 30, 2014. As the Directors and Officers Insurance Carrier requires a policy on Discrimination be included. This is a requirement that the policy be furnished to the Directors and Officers Underwriters within 21 days of binding coverage in June.***

- ✓ Voting strength of the body was 10. The motion carried with 10 ayes, 0 nays, and 0 abstentions.  
Motion passed unanimously by voice vote.

**REGION 5 VACANCY**

- Malen Dell, Region 5, made a motion to:

**MOTION**

***Appoint Francine Dismukes to vacant Region 5 Director Position.***

- ✓ Voting strength of the body was 10. The motion carried with 10 ayes, 0 nays, and 0 abstentions.  
Motion passed unanimously by voice vote.

**SHOW COMMITTEE BUDGET**

- Malen Dell, Director Region 5, made a motion to:

**MOTION**

***Increase the 2014 National Show budget by \$2,500.00 to allow for adding an additional day to the show.***

- ✓ Voting strength of the body was 10. The motion carried with 9 ayes, 0 nays, and 1 abstentions.  
Motion passed by majority voice vote.

**WENT INTO CLOSED SESSION AT 12:00 CST.**

**OUT OF CLOSED SESSION AT 1:07 CST.**

**FOUNDATION PROPOSAL**

- Robert Malone, Director Region 7, made a motion to:

**MOTION**

***Establish an ad hoc committee to draft a response to the FPSH guests, to be reviewed and approved by the Board, from the May BOD meeting and recommend whether to implement a formal standing committee and to define the charter of that committee to address the needs of Spanish Horse owners.***

- Ad hoc committee volunteer: Janita Smith, Kay Laake and Leesa Nero.
  - Leesa questioned getting this back to the Foundation as soon as possible.
  - Discussion EC meetings can be called in 48 hours with board calls in 2 weeks.
- ✓ Voting strength of the body was 10. The motion carried with 10 ayes, 0 nays, and 0 abstentions.  
Motion passed unanimously by voice vote.

➤ Robert Malone, Director Region 7, made a motion to:

**MOTION**

**Appoint Janita Smith (chair), Kay Laake and Leesa Nero to the ad hoc committee for the Spanish Horse.**

- ✓ Voting strength of the body was 10. The motion carried with 10 ayes, 0 nays, and 0 abstentions. Motion passed unanimously by voice vote.

**JANUARY BAORD MEETING**

*Discussion as to moving the 2015 January Board Meeting due to difficulty to getting to KY due to weather problems from Board members flying from the for northeast and northwest. Kay suggests sending a couple of people to the convention. Julie and Malen have to attend anyway so better use of funds to support a breakfast. Better to try another central location at a different date from the USEF convention. Alex will work on this and bring back some numbers and possible locations for the Board to consider for moving the January 2015 Board meeting. Once received he Board will review and discuss*

**STRATEGIC PLANNING**

*Leesa gave a brief update on where this process is at this point and what has been completed to date.*

**ANDALUSIAN CONFORMAITON 101 VIDEO INPUT**

*Board viewed a preliminary of this video. Board to give comments to Malen to pass along to Francine. A lot of discussions took place regarding what the Andalusian should look like and where we have been and where we are now regarding the breeding of the horse.*

Meeting was adjourned at 2:29 pm CST.

Prepared and submitted by,



IALHA 2014 Secretary

**DRAFT AGENDA IALHA BOD MEETING MAY 17 & 18, 2014**  
Chicago, IL

**May 17, 9:00 am start time**

| <b>Time</b> | <b>Topic</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | <b>Lead</b>                                        |
|-------------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|----------------------------------------------------|
| 9:00        | <b>Roll Call</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                         | Leesa                                              |
| 9:05        | <b>Treasurer's Report</b><br>(and document from Janita Smith)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                            | Sherry                                             |
| 9:30        | <b>Phone System</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Leesa                                              |
| 10:30       | <b>Committee and BOD Appointments</b><br>Malen Dell: made a motion to:<br>Reappoint Sherry Mohr as PSL Commission President and PSL Commission member for a three year term<br>Appoint Terrye Branson to the Elections Committee, from Region 5<br>Appoint Gary Camp to the Ethics Committee, from Region 2<br><br><b>Region 6 Director:</b><br><i>Vacancies in Region 5 and 6</i>                                                                                                                                                                                                                       | Julie                                              |
| 11:00       | <b>Registry Board Report</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                             | Karen                                              |
| 12:00       | Lunch (during lunch, viewing of DVD created by Education Committee Chair)                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                |                                                    |
| 12:45       | <b>National Show Update</b><br>Insurance: Vendors are no longer covered. Do we require them to show proof of insurance or assume the risk? -- we will use the contract from P & P and require proof of insurance, with a note that if someone does not have insurance, they should contact us for more information.<br><br>Sponsorship / Patron Program<br>Request to Revisit Location of 2015 National Show<br><br><b>Motion:</b> Appoint ad hoc committee to plan for 2015 National Show and 2016 National Show<br>2015: Jill Glasspool Malone, Leesa Nero<br>2016: Alex Dees, Julie Alonzo, Lisa Camp | Lisa<br><br>Janita<br>Jill                         |
| 2:45        | <b>Art Contest Voting</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                | Nancy                                              |
| 3:45        | <b>Discussion:</b> Proposal, for Board input, to consider a way to streamline the registration process for pure Spanish Andalusians here in the US.                                                                                                                                                                                                                                                                                                                                                                                                                                                      | Celia<br>Stenfors-<br>Dacr &<br>Cameron<br>English |
| 5:00        | <b>Recess until tomorrow morning, 9:00</b>                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                                               | Julie                                              |

After Meeting Note: Julie will be providing a 60-90 minute presentation on Working Equitation, what judges are looking for, to members from Illinois immediately following the IALHA Board meeting. Board members are welcome to attend, but attendance is in no way expected/required.

Kay has arranged for a visit to a horse farm in the area this evening as well!

**May 18, 9:00 am**

| <b>Time</b> | <b>Topic</b>                                                                                                                                                                                                                                                                                                                             | <b>Lead</b> |
|-------------|------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------------|
| 9:00        | <b>Membership Committee Updates</b><br>Admin<br>Youth membership                                                                                                                                                                                                                                                                         | Kay         |
| 10:00       | Phone Conversation<br>Motion:                                                                                                                                                                                                                                                                                                            | Leesa       |
|             | <b>Closed session:</b> Debrief discussion from yesterday (Celia & Cameron's presentation)                                                                                                                                                                                                                                                |             |
|             | <b>Policies &amp; Procedures</b><br><b>Motion:</b> Have Policies & Procedures committee review all contracts that involve the leasing of office space, facilities for IALHA shows, clinics, and related venues so that insurance requirements may be met and onerous indemnity language may possibly be negotiated out of the contracts. | Leesa       |

|      |                                                                                                                                                                                                                                                                                                                                              |       |
|------|----------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|-------|
|      | <b>Motion:</b> Add a section in the employee handbook to address discrimination by June 30, 2014. As the Directors and Officers Insurance Carrier requires a policy on Discrimination be included. This is a requirement that the policy be furnished to the Directors and Officers Underwriters within 21 days of binding coverage in June. |       |
|      | <b>Motion:</b> Appoint Francine Dismukes to vacancy Region 5 Director position.                                                                                                                                                                                                                                                              |       |
|      | <b>Motion:</b> Encourages the show committee to consider cooperation with other sister organizations including the FPSH to create a National Awards/Recognition program                                                                                                                                                                      |       |
|      | Strategic Planning                                                                                                                                                                                                                                                                                                                           |       |
| 2:00 | <b>Adjourn</b>                                                                                                                                                                                                                                                                                                                               | Julie |

## **IALHA Treasurers Report: First Quarter 2014 (Jan.- March)**

Dear IALHA members, BOD and EC,

Please see attached balance, profit and loss, and budget % to date for March 2014

Total income first quarter 2014 = \$144,349.52

Membership – \$76,090.39

Registry – \$47,336.11

Total expenses 2014=\$89,861.12

Membership- \$32,864.47

Registry – \$46,214.39

Stallion Service auction income – \$17,509.02

Stallion Service auction expense - \$4178.67

Show Committee:

Income 2014 - \$2,203.08

Expense 2014- \$4358.09 ( includes prior year expenses )

Points of interest:

Accountant will file an automatic extension for 990's due May 15.

Texas Taxes paid in Jan and 1099's sent to sub-contractors.

Quarterly Employee reports filed with IRS and Alabama State/UI ins. paid.

All budget expenses of all Committees remained within budget.

Insurance invoices paid to date, also reviewed and updated by Terrye Branson.

Please see attached first quarter reports.

### **Goals for the Future :**

Continue Ambassador program

Stay within budgets/ maintain and adjust current budgets if needed.

Send monthly financials to BOD/EC and Finance and Fundraising Committee.

Implement New Updated Registry program .

Respectfully submitted

1st of May, 2014

Sharon Mohr IALHA Treasurer

**International Andalusian & Lusitano Horse Association**  
**Summary Statement of Activities**  
**For April, 2014**

|                           | Apr '14         | YTD              | Annual           | Budget           |
|---------------------------|-----------------|------------------|------------------|------------------|
| <b>REVENUES:</b>          | <b>Actual</b>   | <b>Actual</b>    | <b>Budget</b>    | <b>Variance</b>  |
| Membership Dues           | \$10,374        | \$86,464         | \$161,500        | \$75,036         |
| Registry                  | \$14,876        | \$62,212         | \$181,300        | \$119,088        |
| Show Committee            | \$1,150         | \$3,353          | \$126,500        | \$123,147        |
| Stallion Breeding Auction | \$3,805         | \$21,314         | \$18,000         | -\$3,314         |
| Publications              |                 |                  | \$0              | \$0              |
| Clinics                   |                 |                  | \$0              | \$0              |
| Revision & Inscription    | -\$400          | \$750            | \$15,000         | \$14,250         |
| Miscellaneous             | \$100           | \$161            | \$7,000          | \$6,839          |
| Other Income              |                 |                  | \$0              | \$0              |
| <b>TOTAL INCOME</b>       | <b>\$29,905</b> | <b>\$174,254</b> | <b>\$509,300</b> | <b>\$335,046</b> |
| <b>EXPENSES:</b>          |                 |                  |                  |                  |
| General Administration    | \$7,423         | \$40,287         | \$126,029        | \$85,742         |
| Registry                  | \$12,668        | \$58,882         | \$188,607        | \$129,725        |
| Show Committee            | \$415           | \$4,773          | \$126,500        | \$121,727        |
| Stallion Breeding Auction | \$68            | \$4,246          | \$5,000          | \$754            |
| Board & Committee         | \$5,036         | \$6,047          | \$27,800         | \$21,753         |
| Publications              |                 |                  | \$13,000         | \$13,000         |
| Clinics                   |                 |                  | \$0              | \$0              |
| Revision & Inscription    | \$40            | \$40             | \$15,000         | \$14,960         |
| Miscellaneous             |                 | \$1,235          | \$4,013          | \$2,778          |
| Other Expenses            |                 |                  | \$0              | \$0              |
| <b>TOTAL EXPENSES</b>     | <b>\$25,650</b> | <b>\$115,510</b> | <b>\$505,949</b> | <b>\$390,439</b> |
| <b>NET BALANCE</b>        | <b>\$4,255</b>  | <b>\$58,744</b>  | <b>\$3,351</b>   | <b>-\$55,393</b> |

11:06 AM

04/03/14

Cash Basis

## International Andalusian &amp; Lusitano Horse Association

## Balance Sheet

As of March 31, 2014

|                                        | Mar 31, 14        | Dec 31, 13        |
|----------------------------------------|-------------------|-------------------|
| <b>ASSETS</b>                          |                   |                   |
| Current Assets                         |                   |                   |
| Checking/Savings                       |                   |                   |
| 1002 · Wells Fargo - Primary Checking  | 166,977.95        | 112,978.94        |
| 1003 · Wells Fargo PSL Account         | 25,798.00         | 24,648.00         |
| 1004 · Wells Fargo Futurity Account    | 6,320.00          | 6,320.00          |
| Total Checking/Savings                 | 199,095.95        | 143,946.94        |
| Accounts Receivable                    |                   |                   |
| 1070 · Accounts Receivable             | 6,617.15          | 6,863.15          |
| Total Accounts Receivable              | 6,617.15          | 6,863.15          |
| Other Current Assets                   |                   |                   |
| 1010 · Futurity Accounts               |                   |                   |
| 1010.28 · Futurity Acct - 2011-14 Pure | 2,270.00          | 2,270.00          |
| 1010.29 · Futurity Acct - 2011-14 Half | 1,000.00          | 1,000.00          |
| 1010.30 · Futurity Acct - 2012-15 Pure | 1,750.00          | 1,750.00          |
| 1010.32 · Futurity Acct - 2013-16 Pure | 1,000.00          | 1,000.00          |
| 1010.33 · Futurity Acct - 2013-16 Half | 300.00            | 300.00            |
| Total 1010 · Futurity Accounts         | 6,320.00          | 6,320.00          |
| 1011 · Futurity Contra Acct.           | -6,320.00         | -6,320.00         |
| 1080 · Inventory                       | 1,291.50          | 1,291.50          |
| 1090 · Fixed Assets                    | 19,643.81         | 19,643.81         |
| 1095 · Accumulated Depreciation        | -15,640.00        | -15,640.00        |
| Total Other Current Assets             | 5,295.31          | 5,295.31          |
| Total Current Assets                   | 211,008.41        | 156,105.40        |
| <b>TOTAL ASSETS</b>                    | <b>211,008.41</b> | <b>156,105.40</b> |
| <b>LIABILITIES &amp; EQUITY</b>        |                   |                   |
| Liabilities                            |                   |                   |
| Current Liabilities                    |                   |                   |
| Accounts Payable                       |                   |                   |
| 1100 · Accounts Payable                | 2,079.26          | 2,079.26          |
| Total Accounts Payable                 | 2,079.26          | 2,079.26          |
| Other Current Liabilities              |                   |                   |
| 1102 · Refunds Payable                 | 362.00            | 362.00            |
| 1103 · Unapplied Payments              | 740.00            | 740.00            |
| 1104 · Tax Liabilities                 | 2,329.31          | 1,133.69          |
| 1105 · Payroll Liabilities             | 122.53            | 903.54            |
| 1110 · Scholarship Fund                | 100.00            | 100.00            |
| 1190 · Futurity Payable                | 6,320.00          | 6,320.00          |
| Total Other Current Liabilities        | 9,973.84          | 9,559.23          |
| Total Current Liabilities              | 12,053.10         | 11,638.49         |
| Total Liabilities                      | 12,053.10         | 11,638.49         |
| Equity                                 |                   |                   |
| 1520 · Retained Earnings               | 144,566.91        | 136,249.65        |
| 32000 · Unrestricted Net Assets        | 0.00              | -10.00            |
| Net Income                             | 54,488.40         | 8,327.26          |
| Total Equity                           | 199,055.31        | 144,566.91        |
| <b>TOTAL LIABILITIES &amp; EQUITY</b>  | <b>211,108.41</b> | <b>156,205.40</b> |

# International Andalusian & Lusitano Horse Association

## Profit & Loss Budget Performance

April 2014

|                                                | Apr 14           | Jan - Apr 14     | %              | YTD Budget        | Difference        |
|------------------------------------------------|------------------|------------------|----------------|-------------------|-------------------|
| <b>Income</b>                                  |                  |                  |                |                   |                   |
| <b>100 · General Administration</b>            |                  |                  |                |                   |                   |
| 2010.01 · Full Members                         | 8,170.00         | 66,170.39        | 55.08%         | 120,125.00        | 53,954.61         |
| 2020.01 · Associate Members                    | 2,098.78         | 17,348.78        | 51.98%         | 33,375.00         | 16,026.22         |
| 2030.01 · Life-Time Members                    | 0.00             | 1,200.00         | 24.00%         | 5,000.00          | 3,800.00          |
| 2040.01 · Youth Members                        | 105.00           | 245.00           | 16.33%         | 1,500.00          | 1,255.00          |
| 2050.01 · PSL 1% of Income                     | 0.00             | 0.00             | 0.00%          | 1,500.00          | 1,500.00          |
| 2060.01 · USEF Youth Membership Grant          | 0.00             | 1,500.00         | 0.00%          |                   | -1,500.00         |
| <b>Total 100 · General Administration</b>      | <b>10,373.78</b> | <b>86,464.17</b> | <b>53.54%</b>  | <b>161,500.00</b> | <b>75,035.83</b>  |
| <b>200 · Registry Income</b>                   |                  |                  |                |                   |                   |
| 2210.02 · Registry - Pure                      | 4,696.77         | 20,546.16        | 34.82%         | 59,000.00         | 38,453.84         |
| 2215.02 · Registry - Half                      | 2,122.56         | 7,767.29         | 38.84%         | 20,000.00         | 12,232.71         |
| 2220.02 · Transfer - Pure                      | 1,550.00         | 7,254.34         | 34.54%         | 21,000.00         | 13,745.66         |
| 2225.02 · Transfer - Half                      | 380.00           | 1,430.00         | 23.83%         | 6,000.00          | 4,570.00          |
| 2230.02 · Blood Typing Kits                    | 4,231.89         | 17,263.24        | 32.57%         | 53,000.00         | 35,736.76         |
| 2235.02 · Microchips                           | 1,260.00         | 5,077.49         | 30.77%         | 16,500.00         | 11,422.51         |
| 2240.02 · Stallion Report                      | 75.00            | 540.00           | 54.00%         | 1,000.00          | 460.00            |
| 2245.02 · Certificate Replacement              | 0.00             | 942.31           | 62.82%         | 1,500.00          | 557.69            |
| 2250.02 · Name Changes                         | 10.00            | 60.00            | 12.00%         | 500.00            | 440.00            |
| 2260.02 · Embryo Transplant Applications       | 0.00             | 0.00             | 0.00%          | 200.00            | 200.00            |
| 2265.02 · Suffix Registration                  | 450.00           | 1,100.00         | 0.00%          |                   | -1,100.00         |
| 2266.02 · Color Testing                        | 80.00            | 200.00           | 50.00%         | 400.00            | 200.00            |
| 2267.02 · Studbook Publication                 | 0.00             | 0.00             | 0.00%          | 500.00            | 500.00            |
| 2290.02 · Other Registry Income                | 20.00            | 31.50            | 15.75%         | 200.00            | 168.50            |
| 2291.02 · PSL Revision Reimbursement           | 0.00             | 0.00             | 0.00%          | 1,500.00          | 1,500.00          |
| <b>Total 200 · Registry Income</b>             | <b>14,876.22</b> | <b>62,212.33</b> | <b>34.31%</b>  | <b>181,300.00</b> | <b>119,087.67</b> |
| <b>300 · Show Committee Income</b>             |                  |                  |                |                   |                   |
| 2330.03 · High Point Nominations               | 0.00             | 225.00           |                |                   | -225.00           |
| 2350.03 · Stall Rental                         | 0.00             | -150.00          |                |                   | 150.00            |
| 2351.03 · Vendor Booth Rental                  | 900.00           | 900.00           |                |                   | -900.00           |
| 2362.03 · Non-Member Fees                      | 75.00            | 75.00            |                |                   | -75.00            |
| 2370.03 · Competitin Cards                     | 175.00           | 175.00           |                |                   | -175.00           |
| 2380.03 · Merchandise - Show                   | 0.00             | 90.99            |                |                   | -90.99            |
| 2382.03 · Prior Year Nat. Show Income          | 0.00             | 1,516.69         |                |                   | -1,516.69         |
| 2385.03 · Miscellaneous Income - Show          | 0.00             | 520.40           | 0.41%          | 126,500.00        | 125,979.60        |
| <b>Total 300 · Show Committee Income</b>       | <b>1,150.00</b>  | <b>3,353.08</b>  | <b>2.65%</b>   | <b>126,500.00</b> | <b>123,146.92</b> |
| <b>400 · Stallion Breeding Auction</b>         |                  |                  |                |                   |                   |
| 2410.04 · General Receipts - Stallion          | 3,805.00         | 21,314.02        | 118.41%        | 18,000.00         | -3,314.02         |
| <b>Total 400 · Stallion Breeding Auction</b>   | <b>3,805.00</b>  | <b>21,314.02</b> | <b>118.41%</b> | <b>18,000.00</b>  | <b>-3,314.02</b>  |
| <b>700 · Revision &amp; Inscription Income</b> |                  |                  |                |                   |                   |

# International Andalusian & Lusitano Horse Association

## Profit & Loss Budget Performance

April 2014

|                                                      | Apr 14    | Jan - Apr 14 | %       | YTD Budget | Difference |
|------------------------------------------------------|-----------|--------------|---------|------------|------------|
| 2241.08 · PSL Inscription                            | -400.00   | 600.00       | 12.00%  | 5,000.00   | 4,400.00   |
| 2242.08 · PSL Revision                               | 0.00      | 0.00         | 0.00%   | 9,800.00   | 9,800.00   |
| 2243.08 · PSL Transfer                               | 0.00      | 150.00       | 75.00%  | 200.00     | 50.00      |
| <b>Total 700 · Revision &amp; Inscription Income</b> | -400.00   | 750.00       | 5.00%   | 15,000.00  | 14,250.00  |
| <b>800 · Miscellaneous Income</b>                    |           |              |         |            |            |
| 2290.10 · Fundraising                                | 0.00      | 60.92        | 0.87%   | 7,000.00   | 6,939.08   |
| 2291.10 · Ethics Compl't                             | 100.00    | 100.00       |         |            | -100.00    |
| <b>Total 800 · Miscellaneous Income</b>              | 100.00    | 160.92       | 2.30%   | 7,000.00   | 6,839.08   |
| <b>Total Income</b>                                  | 29,905.00 | 174,254.52   | 34.21%  | 509,300.00 | 335,045.48 |
| <b>Gross Profit</b>                                  | 29,905.00 | 174,254.52   | 34.21%  | 509,300.00 | 335,045.48 |
| <b>Expense</b>                                       |           |              |         |            |            |
| <b>101 · General Administration Expenses</b>         |           |              |         |            |            |
| 5005.01 · Management Fees                            | 0.00      | 9,810.00     | 60.00%  | 16,350.00  | 6,540.00   |
| 5012.01 · Legal Fees                                 | 0.00      | 577.50       | 28.88%  | 2,000.00   | 1,422.50   |
| 5013.01 · Accounting Fees                            | 3,000.00  | 12,000.00    | 32.26%  | 37,200.00  | 25,200.00  |
| 5015.01 · Travel Expense                             | 0.00      | 602.00       | 54.73%  | 1,100.00   | 498.00     |
| 5020.01 · Telephone - Gen. Adm.                      | 109.44    | 482.81       | 30.04%  | 1,607.00   | 1,124.19   |
| 5025.01 · Postage/Courier Fees - Gen. Adm            | 853.51    | 7,360.35     | 72.57%  | 10,143.00  | 2,782.65   |
| 5030.01 · Printing - Gen. Adm.                       | 22.66     | 247.21       | 24.72%  | 1,000.00   | 752.79     |
| 5034.01 · Avectra                                    | 300.00    | 1,200.00     | 12.77%  | 9,400.00   | 8,200.00   |
| 5035.01 · Office/Computer Supplies                   | 143.94    | 181.44       | 12.10%  | 1,500.00   | 1,318.56   |
| 5036.01 · Membership Program                         | 0.00      | 0.00         | 0.00%   | 3,387.00   | 3,387.00   |
| 5041.01 · Rent Expense                               | 600.00    | 2,400.00     | 25.00%  | 9,600.00   | 7,200.00   |
| 5042.01 · Bank Charges                               | 41.43     | 210.64       |         |            | -210.64    |
| 5043.01 · Computer Supplies                          | 0.00      | 592.40       |         |            | -592.40    |
| 5044.01 · Membership Expenses                        | 0.00      | 0.00         | 0.00%   | 200.00     | 200.00     |
| 5053.01 · Insurance - D & O                          | 0.00      | 0.00         | 0.00%   | 5,380.00   | 5,380.00   |
| 5054.01 · Insurance - Liability                      | 1,993.00  | 1,993.00     | 38.17%  | 5,222.00   | 3,229.00   |
| 5055.01 · Insurance - Property                       | 0.00      | 0.00         | 0.00%   | 1,415.00   | 1,415.00   |
| 5056.01 · Advertising - Gen. Adm.                    | 0.00      | 385.00       |         |            | -385.00    |
| 5059.01 · Gifts/Flowers                              | 0.00      | 0.00         | 0.00%   | 200.00     | 200.00     |
| 5060.01 · Membership - Other Associations            | 0.00      | 0.00         | 0.00%   | 400.00     | 400.00     |
| 5063.01 · Equipment Rental                           |           |              |         |            | 0.00       |
| 563.1 · Postage Meter Rental                         | 0.00      | 0.00         | 0.00%   | 420.00     | 420.00     |
| 563.2 · Xerox Rental                                 | 123.78    | 123.78       | 14.15%  | 875.00     | 751.22     |
| 5087.01 · Credit Card Processing Fees GA             | 234.84    | 1,620.94     | 47.67%  | 3,400.00   | 1,779.06   |
| 5095.01 · Depreciation Expense                       | 0.00      | 0.00         |         | 0.00       | 0.00       |
| 5097.01 · Misc Expenses - Gen. Adm.                  | 0.00      | 500.00       | 172.41% | 290.00     | -210.00    |
| 5230.01 · IT Consultant - Gen. Adm.                  | 0.00      | 0.00         |         | 0.00       | 0.00       |
| 6500.01 · Employee Salaries                          | 0.00      | 0.00         | 0.00%   | 13,440.00  | 13,440.00  |

# International Andalusian & Lusitano Horse Association

## Profit & Loss Budget Performance

April 2014

|                                                    | Apr 14           | Jan - Apr 14     | %             | YTD Budget        | Difference        |
|----------------------------------------------------|------------------|------------------|---------------|-------------------|-------------------|
| 6510.01 · Payroll Tax & W/C Expense                | 0.00             | 0.00             | 0.00%         | 1,500.00          | 1,500.00          |
| <b>Total 101 · General Administration Expenses</b> | <b>7,422.60</b>  | <b>40,287.07</b> | <b>31.97%</b> | <b>126,029.00</b> | <b>85,741.93</b>  |
| <b>201 · Registry Expenses</b>                     |                  |                  |               |                   |                   |
| 5012.02 · Legal Expenses - Registry                | 0.00             | 350.00           | 35.00%        | 1,000.00          | 650.00            |
| 5020.02 · Telephone - Registry                     | 210.01           | 841.88           | 39.49%        | 2,132.00          | 1,290.12          |
| 5025.02 · Postage/Courier Fees - Registry          | 0.00             | 1,000.00         | 15.15%        | 6,600.00          | 5,600.00          |
| 5030.02 · Printing - Registry                      | 0.00             | 581.24           | 193.75%       | 300.00            | -281.24           |
| 5035.02 · Office/Computer Supplies                 | 54.60            | 1,988.46         | 29.68%        | 6,700.00          | 4,711.54          |
| 5041.02 · Rent Expense - Registry                  | 1,200.00         | 4,800.00         | 41.38%        | 11,600.00         | 6,800.00          |
| 5054.02 · Insurance - Professional Liab.           | 0.00             | 0.00             | 0.00%         | 5,000.00          | 5,000.00          |
| 5063.02 · Equipment Rental                         |                  |                  |               |                   | 0.00              |
| 563.01 · Postage Meter Rental                      | 0.00             | 371.34           | 36.41%        | 1,020.00          | 648.66            |
| 563.02 · Xerox Rental                              | 236.38           | 954.27           | 44.91%        | 2,125.00          | 1,170.73          |
| 5085.02 · Contract Labor - Registry                | 800.00           | 3,200.00         | 33.33%        | 9,600.00          | 6,400.00          |
| 5087.02 · Credit Card Process Fees - Reg.          | 227.25           | 1,013.71         | 32.70%        | 3,100.00          | 2,086.29          |
| 5097.02 · Misc Expenses - Registry                 | 0.00             | 325.00           | 325.00%       | 100.00            | -225.00           |
| 5100.02 · Blood/DNA Typing                         | 2,117.00         | 10,649.00        | 40.96%        | 26,000.00         | 15,351.00         |
| 5140.02 · IT Consulting Fees                       | 0.00             | 0.00             | 0.00%         | 12,000.00         | 12,000.00         |
| 5150.02 · Microchips - Registry                    | 0.00             | 2,700.00         | 36.00%        | 7,500.00          | 4,800.00          |
| 6500.02 · Employee Salary - Registry               | 6,456.98         | 25,781.29        | 30.61%        | 84,230.00         | 58,448.71         |
| 6511.02 · Workmen's Compensation Ins.              | 574.00           | 574.00           | 95.67%        | 600.00            | 26.00             |
| 6520.02 · Payroll Taxes - Registry                 | 791.45           | 3,751.87         | 41.69%        | 9,000.00          | 5,248.13          |
| <b>Total 201 · Registry Expenses</b>               | <b>12,667.67</b> | <b>58,882.06</b> | <b>31.22%</b> | <b>188,607.00</b> | <b>129,724.94</b> |
| <b>301 · Show Committee</b>                        |                  |                  |               |                   |                   |
| 5037.03 · Storage Unit - Show Com.                 | 199.00           | 806.00           |               |                   | -806.00           |
| 5056.03 · Advertising - Show Com.                  | 216.00           | 216.00           |               |                   | -216.00           |
| 5074.03 · Awards - Show Com.                       | 0.00             | 200.00           |               |                   | -200.00           |
| 5080.03 · Show Management Fee                      | 0.00             | 1,000.00         |               |                   | -1,000.00         |
| 5087.03 · Credit Card Processing Fees              | 0.00             | 32.22            |               |                   | -32.22            |
| 5094.03 · USEF Fees - Show Com.                    |                  |                  |               |                   | 0.00              |
| 594.1 · USEF Nat Show Exhibitor Fees               | 0.00             | 75.00            |               |                   | -75.00            |
| 594.3 · USEF Nat Show License Fee                  | 0.00             | 1,196.20         |               |                   | -1,196.20         |
| 5094.03 · USEF Fees - Show Com. - Other            | 0.00             | -200.00          |               |                   | 200.00            |
| <b>Total 5094.03 · USEF Fees - Show Com.</b>       | <b>0.00</b>      | <b>1,071.20</b>  |               |                   | <b>-1,071.20</b>  |
| 5099.03 · Prior Year Show Expense                  | 0.00             | 1,200.00         |               |                   | -1,200.00         |
| 6000.03 · Texas Sales Tax                          | 0.00             | 247.67           |               |                   | -247.67           |
| 301 · Show Committee - Other                       | 0.00             | 0.00             | 0.00%         | 126,500.00        | 126,500.00        |
| <b>Total 301 · Show Committee</b>                  | <b>415.00</b>    | <b>4,773.09</b>  | <b>3.77%</b>  | <b>126,500.00</b> | <b>121,726.91</b> |
| <b>401 · Stallion Breeding Auction Exp.</b>        |                  |                  |               |                   |                   |
| 5026.04 · Advertising                              | 0.00             | 3,404.06         |               |                   | -3,404.06         |

# International Andalusian & Lusitano Horse Association

## Profit & Loss Budget Performance

April 2014

|                                                        | Apr 14           | Jan - Apr 14      | %               | YTD Budget        | Difference        |
|--------------------------------------------------------|------------------|-------------------|-----------------|-------------------|-------------------|
| 5030.04 · Printing Expense                             | 0.00             | 359.18            |                 |                   | -359.18           |
| 5087.04 · Credit Card Processing Fees                  | 67.50            | 465.03            |                 |                   | -465.03           |
| 401 · Stallion Breeding Auction Exp. - Other           | 0.00             | 17.90             | 0.36%           | 5,000.00          | 4,982.10          |
| <b>Total 401 · Stallion Breeding Auction Exp.</b>      | <b>67.50</b>     | <b>4,246.17</b>   | <b>84.92%</b>   | <b>5,000.00</b>   | <b>753.83</b>     |
| <b>501 · Board &amp; Committees</b>                    |                  |                   |                 |                   |                   |
| 5101.05 · Board Meeting Expenses                       | 0.00             | 0.00              | 0.00%           | 750.00            | 750.00            |
| 5105.05 · Audit Board Expense                          | 0.00             | 0.00              | 0.00%           | 500.00            | 500.00            |
| 5111.05 · Policies & Procedures Committee              | 0.00             | 0.00              | 0.00%           | 450.00            | 450.00            |
| 5112.05 · Marketing Committee Expense                  | 1,843.02         | 2,148.98          | 53.72%          | 4,000.00          | 1,851.02          |
| 5114.05 · Ethics Committee Expense                     | 13.19            | 135.69            | 3.39%           | 4,000.00          | 3,864.31          |
| 5120.05 · Election Committee Expenses                  | 0.00             | 0.00              | 0.00%           | 3,600.00          | 3,600.00          |
| 5126.05 · Membership Committee                         | 1,910.03         | 2,251.86          | 50.04%          | 4,500.00          | 2,248.14          |
| 5130.05 · Website Committee Expenses                   | 420.00           | 660.00            | 14.67%          | 4,500.00          | 3,840.00          |
| 5141.05 · Ambassador Program                           | 850.00           | 850.00            | 17.00%          | 5,000.00          | 4,150.00          |
| 5145.05 · Youth Membership                             | 0.00             | 0.00              | 0.00%           | 500.00            | 500.00            |
| <b>Total 501 · Board &amp; Committees</b>              | <b>5,036.24</b>  | <b>6,046.53</b>   | <b>21.75%</b>   | <b>27,800.00</b>  | <b>21,753.47</b>  |
| <b>601 · Publication</b>                               |                  |                   |                 |                   |                   |
| 5030.07 · Printing - Publication                       | 0.00             | 0.00              | 0.00%           | 13,000.00         | 13,000.00         |
| <b>Total 601 · Publication</b>                         | <b>0.00</b>      | <b>0.00</b>       | <b>0.00%</b>    | <b>13,000.00</b>  | <b>13,000.00</b>  |
| <b>701 · Revision &amp; Inscription Expenses</b>       |                  |                   |                 |                   |                   |
| 5030.08 · PSL Commission Travel                        | 0.00             | 0.00              | 0.00%           | 4,000.00          | 4,000.00          |
| 5031.08 · PSL Expense 10%                              | 0.00             | 0.00              | 0.00%           | 1,500.00          | 1,500.00          |
| 5032.08 · PSL Fees                                     | 40.00            | 40.00             | 1.60%           | 2,500.00          | 2,460.00          |
| 5033.08 · PSL Revision Expense                         | 0.00             | 0.00              | 0.00%           | 7,000.00          | 7,000.00          |
| <b>Total 701 · Revision &amp; Inscription Expenses</b> | <b>40.00</b>     | <b>40.00</b>      | <b>0.27%</b>    | <b>15,000.00</b>  | <b>14,960.00</b>  |
| <b>801 · Miscellaneous Expenses</b>                    |                  |                   |                 |                   |                   |
| USEF Education Grant                                   | 0.00             | 0.00              | 0.00%           | 2,613.00          | 2,613.00          |
| 5080.10 · High Score/High Point Ribbons                | 0.00             | 595.72            | 99.29%          | 600.00            | 4.28              |
| 5083.10 · USEF All Breed Awards                        | 0.00             | 639.49            | 79.94%          | 800.00            | 160.51            |
| <b>Total 801 · Miscellaneous Expenses</b>              | <b>0.00</b>      | <b>1,235.21</b>   | <b>30.78%</b>   | <b>4,013.00</b>   | <b>2,777.79</b>   |
| <b>Total Expense</b>                                   | <b>25,649.01</b> | <b>115,510.13</b> | <b>22.83%</b>   | <b>505,949.00</b> | <b>390,438.87</b> |
| <b>Net Income</b>                                      | <b>4,255.99</b>  | <b>58,744.39</b>  | <b>1753.04%</b> | <b>3,351.00</b>   | <b>-55,393.39</b> |

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## International Andalusian &amp; Lusitano Horse Association

## Profit &amp; Loss

April 2014

|                                                      | Apr 14           | Jan - Apr 14      |
|------------------------------------------------------|------------------|-------------------|
| <b>Income</b>                                        |                  |                   |
| <b>100 · General Administration</b>                  |                  |                   |
| 2010.01 · Full Members                               | 8,170.00         | 66,170.39         |
| 2020.01 · Associate Members                          | 2,098.78         | 17,348.78         |
| 2030.01 · Life-Time Members                          | 0.00             | 1,200.00          |
| 2040.01 · Youth Members                              | 105.00           | 245.00            |
| 2060.01 · USEF Youth Membership Grant                | 0.00             | 1,500.00          |
| <b>Total 100 · General Administration</b>            | <b>10,373.78</b> | <b>86,464.17</b>  |
| <b>200 · Registry Income</b>                         |                  |                   |
| 2210.02 · Registry - Pure                            | 4,696.77         | 20,546.16         |
| 2215.02 · Registry - Half                            | 2,122.56         | 7,767.29          |
| 2220.02 · Transfer - Pure                            | 1,550.00         | 7,254.34          |
| 2225.02 · Transfer - Half                            | 380.00           | 1,430.00          |
| 2230.02 · Blood Typing Kits                          | 4,231.89         | 17,263.24         |
| 2235.02 · Microchips                                 | 1,260.00         | 5,077.49          |
| 2240.02 · Stallion Report                            | 75.00            | 540.00            |
| 2245.02 · Certificate Replacement                    | 0.00             | 942.31            |
| 2250.02 · Name Changes                               | 10.00            | 60.00             |
| 2265.02 · Suffix Registration                        | 450.00           | 1,100.00          |
| 2266.02 · Color Testing                              | 80.00            | 200.00            |
| 2290.02 · Other Registry Income                      | 20.00            | 31.50             |
| <b>Total 200 · Registry Income</b>                   | <b>14,876.22</b> | <b>62,212.33</b>  |
| <b>300 · Show Committee Income</b>                   |                  |                   |
| 2330.03 · High Point Nominations                     | 0.00             | 225.00            |
| 2350.03 · Stall Rental                               | 0.00             | -150.00           |
| 2351.03 · Vendor Booth Rental                        | 900.00           | 900.00            |
| 2362.03 · Non-Member Fees                            | 75.00            | 75.00             |
| 2370.03 · Competitin Cards                           | 175.00           | 175.00            |
| 2380.03 · Merchandise - Show                         | 0.00             | 90.99             |
| 2382.03 · Prior Year Nat. Show Income                | 0.00             | 1,516.69          |
| 2385.03 · Miscellaneous Income - Show                | 0.00             | 520.40            |
| <b>Total 300 · Show Committee Income</b>             | <b>1,150.00</b>  | <b>3,353.08</b>   |
| <b>400 · Stallion Breeding Auction</b>               |                  |                   |
| 2410.04 · General Receipts - Stallion                | 3,805.00         | 21,314.02         |
| <b>Total 400 · Stallion Breeding Auction</b>         | <b>3,805.00</b>  | <b>21,314.02</b>  |
| <b>700 · Revision &amp; Inscription Income</b>       |                  |                   |
| 2241.08 · PSL Inscription                            | -400.00          | 600.00            |
| 2243.08 · PSL Transfer                               | 0.00             | 150.00            |
| <b>Total 700 · Revision &amp; Inscription Income</b> | <b>-400.00</b>   | <b>750.00</b>     |
| <b>800 · Miscellaneous Income</b>                    |                  |                   |
| 2290.10 · Fundraising                                | 0.00             | 60.92             |
| 2291.10 · Ethics Compl't                             | 100.00           | 100.00            |
| <b>Total 800 · Miscellaneous Income</b>              | <b>100.00</b>    | <b>160.92</b>     |
| <b>Total Income</b>                                  | <b>29,905.00</b> | <b>174,254.52</b> |
| <b>Gross Profit</b>                                  | <b>29,905.00</b> | <b>174,254.52</b> |

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Cash Basis

## International Andalusian &amp; Lusitano Horse Association

## Profit &amp; Loss

April 2014

|                                                    | Apr 14           | Jan - Apr 14     |
|----------------------------------------------------|------------------|------------------|
| <b>Expense</b>                                     |                  |                  |
| <b>101 · General Administration Expenses</b>       |                  |                  |
| 5005.01 · Management Fees                          | 0.00             | 9,810.00         |
| 5012.01 · Legal Fees                               | 0.00             | 577.50           |
| 5013.01 · Accounting Fees                          | 3,000.00         | 12,000.00        |
| 5015.01 · Travel Expense                           | 0.00             | 602.00           |
| 5020.01 · Telephone - Gen. Adm.                    | 109.44           | 482.81           |
| 5025.01 · Postage/Courier Fees - Gen. Adm.         | 853.51           | 7,360.35         |
| 5030.01 · Printing - Gen. Adm.                     | 22.66            | 247.21           |
| 5034.01 · Avectora                                 | 300.00           | 1,200.00         |
| 5035.01 · Office/Computer Supplies                 | 143.94           | 181.44           |
| 5041.01 · Rent Expense                             | 600.00           | 2,400.00         |
| 5042.01 · Bank Charges                             | 41.43            | 210.64           |
| 5043.01 · Computer Supplies                        | 0.00             | 592.40           |
| 5054.01 · Insurance - Liability                    | 1,993.00         | 1,993.00         |
| 5056.01 · Advertising - Gen. Adm.                  | 0.00             | 385.00           |
| 5063.01 · Equipment Rental                         |                  |                  |
| 563.2 · Xerox Rental                               | 123.78           | 123.78           |
| <b>Total 5063.01 · Equipment Rental</b>            | <b>123.78</b>    | <b>123.78</b>    |
| 5087.01 · Credit Card Processing Fees GA           | 234.84           | 1,620.94         |
| 5097.01 · Misc Expenses - Gen. Adm.                | 0.00             | 500.00           |
| <b>Total 101 · General Administration Expenses</b> | <b>7,422.60</b>  | <b>40,287.07</b> |
| <b>201 · Registry Expenses</b>                     |                  |                  |
| 5012.02 · Legal Expenses - Registry                | 0.00             | 350.00           |
| 5020.02 · Telephone - Registry                     | 210.01           | 841.88           |
| 5025.02 · Postage/Courier Fees - Registry          | 0.00             | 1,000.00         |
| 5030.02 · Printing - Registry                      | 0.00             | 581.24           |
| 5035.02 · Office/Computer Supplies                 | 54.60            | 1,988.46         |
| 5041.02 · Rent Expense - Registry                  | 1,200.00         | 4,800.00         |
| 5063.02 · Equipment Rental                         |                  |                  |
| 563.01 · Postage Meter Rental                      | 0.00             | 371.34           |
| 563.02 · Xerox Rental                              | 236.38           | 954.27           |
| <b>Total 5063.02 · Equipment Rental</b>            | <b>236.38</b>    | <b>1,325.61</b>  |
| 5085.02 · Contract Labor - Registry                | 800.00           | 3,200.00         |
| 5087.02 · Credit Card Process Fees - Reg.          | 227.25           | 1,013.71         |
| 5097.02 · Misc Expenses - Registry                 | 0.00             | 325.00           |
| 5100.02 · Blood/DNA Typing                         | 2,117.00         | 10,649.00        |
| 5150.02 · Microchips - Registry                    | 0.00             | 2,700.00         |
| 6500.02 · Employee Salary - Registry               | 6,456.98         | 25,781.29        |
| 6511.02 · Workmen's Compensation Ins.              | 574.00           | 574.00           |
| 6520.02 · Payroll Taxes - Registry                 | 791.45           | 3,751.87         |
| <b>Total 201 · Registry Expenses</b>               | <b>12,667.67</b> | <b>58,882.06</b> |
| <b>301 · Show Committee</b>                        |                  |                  |
| 5037.03 · Storage Unit - Show Com.                 | 199.00           | 806.00           |
| 5056.03 · Advertising - Show Com.                  | 216.00           | 216.00           |
| 5074.03 · Awards - Show Com.                       | 0.00             | 200.00           |
| 5080.03 · Show Management Fee                      | 0.00             | 1,000.00         |
| 5087.03 · Credit Card Processing Fees              | 0.00             | 32.22            |
| 5094.03 · USEF Fees - Show Com.                    |                  |                  |
| 594.1 · USEF Nat Show Exhibitor Fees               | 0.00             | 75.00            |
| 594.3 · USEF Nat Show License Fee                  | 0.00             | 1,196.20         |
| 5094.03 · USEF Fees - Show Com. - Other            | 0.00             | -200.00          |
| <b>Total 5094.03 · USEF Fees - Show Com.</b>       | <b>0.00</b>      | <b>1,071.20</b>  |
| 5099.03 · Prior Year Show Expense                  | 0.00             | 1,200.00         |
| 6000.03 · Texas Sales Tax                          | 0.00             | 247.67           |
| <b>Total 301 · Show Committee</b>                  | <b>415.00</b>    | <b>4,773.09</b>  |

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Cash Basis

**International Andalusian & Lusitano Horse Association**  
**Profit & Loss**  
**April 2014**

|                                              | Apr 14    | Jan - Apr 14 |
|----------------------------------------------|-----------|--------------|
| 401 · Stallion Breeding Auction Exp.         |           |              |
| 5026.04 · Advertising                        | 0.00      | 3,404.06     |
| 5030.04 · Printing Expense                   | 0.00      | 359.18       |
| 5087.04 · Credit Card Processing Fees        | 67.50     | 465.03       |
| 401 · Stallion Breeding Auction Exp. - Other | 0.00      | 17.90        |
|                                              | <hr/>     | <hr/>        |
| Total 401 · Stallion Breeding Auction Exp.   | 67.50     | 4,246.17     |
| 501 · Board & Committees                     |           |              |
| 5112.05 · Marketing Committee Expense        | 1,843.02  | 2,148.98     |
| 5114.05 · Ethics Committee Expense           | 13.19     | 135.69       |
| 5126.05 · Membership Committee               | 1,910.03  | 2,251.86     |
| 5130.05 · Website Committee Expenses         | 420.00    | 660.00       |
| 5141.05 · Ambassador Program                 | 850.00    | 850.00       |
|                                              | <hr/>     | <hr/>        |
| Total 501 · Board & Committees               | 5,036.24  | 6,046.53     |
| 701 · Revision & Inscription Expenses        |           |              |
| 5032.08 · PSL Fees                           | 40.00     | 40.00        |
|                                              | <hr/>     | <hr/>        |
| Total 701 · Revision & Inscription Expenses  | 40.00     | 40.00        |
| 801 · Miscellaneous Expenses                 |           |              |
| 5080.10 · High Score/High Point Ribbons      | 0.00      | 595.72       |
| 5083.10 · USEF All Breed Awards              | 0.00      | 639.49       |
|                                              | <hr/>     | <hr/>        |
| Total 801 · Miscellaneous Expenses           | 0.00      | 1,235.21     |
|                                              | <hr/>     | <hr/>        |
| Total Expense                                | 25,649.01 | 115,510.13   |
|                                              | <hr/>     | <hr/>        |
| Net Income                                   | 4,255.99  | 58,744.39    |
|                                              | <hr/>     | <hr/>        |

# **IALHA Committee Report: 1st Qtr. 2014**

**Committee Name:** Finance & Fund Raising

**Committee Chair:** Sharon Mohr, Treasurer IALHA, Region 6

**Committee Members:**

**Karen Sausman, Region 1**

**Amy Star, Region 4**

**Mariea Perea, Region 4**

**Janita Smith, Region 3**

**Budget Allocated for 2014:** 0

**Monies Spent to Date in 2014:** 0

**Dates Committee met since last BOD Meeting (10/13).** Committee conducted all meetings/business via email:

**Financial reports from the Accountant SBAS sent to Committee members every month.**

**No meetings via phone this first quarter 2014.**

**This Year's Accomplishments to Date (listing/describing decisions and actions taken):**

Not applicable

**Committee Goals / Projects for the Future in 2014:**

**Motion/s for the Board to Consider -none**

**Budget Requested for 2014 -none**

**Respectfully Submitted by:** Sharon Mohr, IALHA treasurer 2014



## International Andalusian and Lusitano Horse Association

101 Carnoustie N. #200  
Birmingham, AL 35242  
(205) 995-8900 Fax (205) 995-8966  
Web site: IALHA.ORG

May 15, 2014

Dear IALHA Board of Directors,

Since the last phone upgrade report (sent on March 18<sup>th</sup>) further investigations into modifying the existing phone system in Birmingham and incorporating a new one for the MSA approved and now located in Kentucky, have been explored with additional quotes and pricing information received. The previous AT&T service plan expired on April 10<sup>th</sup> and the IALHA owns the phones in the Birmingham office which are about two years old. Without enough time to make a BOD decision before April 10<sup>th</sup> the Birmingham office is currently on a month to month billing with AT&T and a new month to month phone number has been established in Lexington, KY. The purpose of this document is to recap the information and pricing obtained to date, for further board review and discussion, and to hopefully be able to either make a decision or at least narrow down the options.

### **AT&T Complete Choice Plan:**

This is the plan the office had for 10 years along with Long Distance and Internet Service (on one phone line only) which averaged about \$312.95 per month. Adding an 800 number would cost \$10.00 per month so a similar plan might average about \$323.00 per month. This plan included the following basic (no "cloud") services and may or may not be at the same rate if renewed:

|                                             |                              |
|---------------------------------------------|------------------------------|
| Equipment Maintenance Plan                  | Inside Wire Protection       |
| Unlimited "outgoing" calls                  | Business Line                |
| Call Forwarding Busy Line                   | Call Forwarding Don't Answer |
| Ring Control                                | Remote Activation of Call    |
| Forwarding                                  | Hunting/Rollover Service     |
| Message Waiting Indication                  | Audio/Visual                 |
| Caller-ID Name-Number Delivery              | Anonymous Call Blocking      |
| Voice Mail Service w/ Star 98 to Voice Mail |                              |

### **AT&T BVoIP-Ip Flexible Reach Plan:**

This plan would require the installation of a T1.5 line, a 3 year contract, and could take 90 to 120 days to setup and install. Cost is about \$ 414.40 per month (see separate document) not including taxes or connection with the KY location. Features include:

|                                                                         |                          |
|-------------------------------------------------------------------------|--------------------------|
| Unlimited local calling                                                 | Unlimited ON-Net calling |
| 1800 Domestic Long Distance Minutes per Month                           | Managed Router           |
| Managed Firewall Protection                                             | 24/7/365 Monitoring      |
| Up to 10 Static IP Addresses                                            |                          |
| Business Direct Portal with direct access to AT&T                       |                          |
| Managed Internet Service T-1 1.5mg download x 1.5mg upload (Guaranteed) |                          |

### **Windstream VoIP:**

Windstream ([www.windstream.com](http://www.windstream.com)) has provided two quotes. While both include providing services via a T1 line one is for Analog lines (Dynamic IP) and the other is for their Enhanced Seat (Virtual PBX) and would run about \$465.36 and \$ 504.53 per month respectively (see separate document). Either service would require a 3 year contract and if selected would take about 30 to 45 days to install and have up and running. The Dynamic IP does not include the KY location but the Virtual PBX quote does as it requires new Polycom phones. The details and features of these two plans are on the separate document.

The Dynamic IP quote includes 3 phone lines across the T1 with caller ID, call forwarding, call transfer disconnect (which would allow us to transfer a call to the KY office or a cell phone), hunting/roll over, 3 way calling, a copper "POTS" line for fax, a managed firewall with virus protection, content filtering, intrusion protection, router, a block of 16 IP addresses, 1.5MB of bandwidth, 2000 domestic long distance minutes, LATA wide local calling and reservation less conference bridge with 100 minutes per month.

The Virtual PBX quote includes everything in the Dynamic IP plan as well as 3 phones for the AL office and 1 in the KY location as well as 5000 domestic long distance minutes (instead of 2000), auto attendant, voice mail with unified messaging (will send the VM MSG to ones email as a wave file).

Per questions to the sales rep "buckets" of 1000 minutes can be added or deleted as needed on a monthly basis for the same \$20.00 per "bucket" via the WIN Network Portal. The overage rate beyond the "bucket" minutes is \$0.05 per minute. Their standard offering is a block of 4 IPS but assumed the 16. At a \$1.00 each this is not a big deal but we might want to look into either the block of 4 or the next block of 8. Transferring calls from AL to KY

with the Virtual PBX is not a problem at all. The success of the call transfer disconnect with the Dynamic IP plan will depend very heavily on the phone equipment and capabilities of the automated attendant system. The phones quoted are the Polycom 6xx Series which is an IP phone with 6 programmable buttons and 4 soft keys. Once they install the T1 line they would port the existing phone numbers from AT&T and Windstream would become the local AL provider. The KY location would need to have some type of broadband internet for the remote phone to connect into either a cable modem or Uverse if available.

### Twilio:

Twilio ([www.Twilio.com](http://www.Twilio.com)) utilizes "cloud" based technology to provide their services. There are no contracts or long term agreements and we would pay for only what we use. If unhappy we can cancel at any time. Key features include:

- 800 number for incoming calls
- Purchase new phone numbers or port over our existing ones.
- Conferencing (built-in) that hold up to 40 callers
- Usage API: stores and indexes the usage data
- REST API: slice and dice usage data by any time interval, over any date range
- SMS enabled numbers to send texts on same number you make calls from
- Text-to speech engine (included) converts text to audio on demand
- Build apps (with our codes) to make and receive calls in real time
- Play audio clips to callers (maybe the mailing address, phone numbers and hours of operation) and analyze calls to route them, capture stats and record audio to measure the effectiveness of calls and show customers value
- Create call trees such as "Press 1 for Membership Services", "Press 2 for Registry Services", or "Para Espanol oprima tres" with the call then being forwarded to a live person in the respective departments
- Set up apps so members can use their cell phones, both Android and Apple, to connect to the IALHA in a single tap. Connects web browsers and mobile apps to the phone network. Route calls from a phone number to a web browser. Place calls over Wi-Fi and make regular landlines ring
- Screen pop keeps member information in front of staff on their computers while they are on the call
- Automate polls and surveys quickly with no limit on questions or surveys
- Automate calls to members to get time-sensitive info to the right users, i.e. send automatize phone call to members who have not renewed their memberships by 12/31 that they have until 1/31, etc

- Two-factor authentication which leverages the members mobile phones as an added layer of web security, i.e. if they need to access sensitive information on the website say under their member name and number, they hit a pass code button, are then sent a number via their cell phone, and they enter the number into the code section of the website it allow access. This is the kind of technology that would allow a member revise their own membership information.
- Call tracking for lead generation and marketing campaigns
- API Service Level promise: "Twilio will use commercially reasonable efforts to make the Twilio API available 99.95% of the time. In the event Twilio does not meet the goal of 99.95% API availability in a given calendar month ("Monthly Uptime Percentage"), you will be eligible to receive a Service Credit..." The Service Credit is detailed on their website.
- Twilio does not support "faxes", under Option 2, as everything is computerized
- Twilio offers Free Support but it does not come with any guarantees. The rep did say they have an SLA of 24 hours but often this is shorter. Upgraded support packages can be purchased (see website) but are not inexpensive

Local Phone Numbers: \$1.00 per month per phone line = \$4.00 per month for 4 lines.

Toll Free Number (800): \$3.00 per month.

Phone Calls Billed by the Minute within the U.S.:

- Option 1 if we stay with an AT&T basic plan: All calls incoming and outgoing: \$.03 per minute. This is \$.01/minute for the incoming call to hit the Twilio app which then sends it as an outgoing call to the appropriate office (AL & KY) for another \$.02/minute.
- Option 2 if we go strictly with Twilio: All calls incoming and outgoing: \$.025 per minute. This is \$.0025/minute for the incoming call to hit the Twilio app which then sends it as an outgoing call to the appropriate office (AL & KY) for another \$.02/minute.

Phone Calls Billed by the Minute outside the US:

If international members call us they will be hit with their international carrier fees. If we call our international members we would pay our US inbound fee of \$.01 per minute and the international outbound rates, per country, which ranges anywhere from between \$.02 to \$.30 per minute.

Extras:

- Call Forwarding: Inbound leg from user (800) to Twilio = \$.03 per minute then, Outbound leg from Twilio to (205) = \$.02 per minute for a total of \$.05 per minute.

- Recording storage with 10k minutes free: Then \$0.0005 per min/month.
- Transcription which converts audio to text: \$.05 per minute.

As compared to the averages of AT&T = Phone lines at \$7.00 per month + \$43.20 (1,440 minutes per month, AL only, x \$.03 per minute) = \$50.20 per month. It would be prudent to note the AL office should still contract with AT&T for inside wire protection and equipment maintenance plan, costs which are unknown at this time, if Option 2 is selected.

### 8x8, Inc:

8x8, Inc. ([www.8x8.com](http://www.8x8.com)) uses "cloud" based technology to provide phone services too. Similar to Twilio in services offered they are priced differently. No set up fees or contracts; also month to month. IALHA would have to purchase their phones in addition to the "small business" packages they offer (see separate document) as follows:

1. Virtual Office = \$19.99 per month per user:
  - Features include auto attendant, corporate directory, music-on-hold, conference bridge, ring groups, personalized voicemail, 3-way calling, caller ID, call waiting, transfers, call forwarding, online dashboard to easily manage communications with call history, voicemail notification, and calling from the PC
  - Can take the Virtual Office extension anywhere we like with their Virtual Office Mobile app for the Android, iPhone and iPad
  - Virtual Office phone service with online meetings, Internet faxing, and call recording with their unified communications bundle
  - Stand behind their service 100% with a money back guarantee
  - Unlimited local and long distance calling and up to 90% off the startup costs required of a traditional PBX solution. They do require that their equipment be purchased. See attached proposal
  - Location independent with all staff using the same business phone system and features no matter where they are, so you sound like one office
2. Virtual Office Pro = + \$9.99 per month per user; requires Virtual Office and adds the following features:
  - a. Virtual Meeting web conferencing to hold unlimited web conferences with video for geographically dispersed staff and volunteers. Meeting participants can instantly share content for training, demos, and sales presentations right from their desktops, reducing travel costs and accelerating decision making.
  - b. Call Recording so employees can focus on what's being said instead of taking notes. It's a great tool for training employees and documenting customer calls. This feature includes 1 GB of audio storage for up to 35 hours of recorded calls and meetings.

- c. Internet faxing lets you send and receive faxes from any computer. Email notifications let you know right away when you receive a fax so you can respond quickly.
3. Can purchase an 800 or 866 number but not quoted.
4. They utilize "redundant data centers" to provide reliability of services in the cloud to mitigate down time or lost calls.
5. Technical support is included and is Direct dial in. Set up is all over the phone.
6. There are no other additional costs other than the new phones and the month to month plans per employee.

About \$30.00 per month per employee x 4 in AL & KY = \$ 120.00 per month.

1500 minutes per month on an 800 or 866 number = \$19.00 per month.

1501 minutes or more per month = \$ .039 per minute.

New Equipment = \$735.16 One time and then \$200.12 monthly after that; see attached.

After initial investment of \$735.16 then about \$ 339.12 per month for staff of 4.

#### Nextiva:

Nextiva ([www.nextiva.com](http://www.nextiva.com)) is also a cloud phone service provider with no set up fees using their NextOS hosted platform can conduct business from anywhere and features include:

- Auto attendant, call forwarding, HD voice quality, instant conference calls, number portability, calls from multiple locations and shows as one number, combined voice, video, mobile and web collaboration in one system, access voicemail from email 24/7.
- Nextiva App is the hub for all communication needs, can access all communication services from desk phone, desktop or mobile phone using Windows, Mac, OSX, iOS or Android platform.

Nextiva Office Enterprise quote (see separate document) for 1 local line and then NextOS Additional Enterprise Lines, for 4 lines, would cost \$170.83 per month. While the features they offer are cloud based they are not as extensive as those offered by Twilio, 8x8, Inc. and Jive but might be if another plan is investigated.

#### Jive:

Jive ([www.jive.com](http://www.jive.com)) is another cloud phone service and was rated as one of the Top Three VoIP providers of 2014; see separate document. In reviewing the websites of all three Jive was the most clear and has a great video showing how easy it is to set up their software according to ones needs so it is the one included here. The features available through Jive are also included on the separate document. Once phone numbers are ported we would no

longer need to pay AT&T for the phone lines; only internet lines. All 4 lines would need to go thru a separate Ethernet cord to the router but it appears another way to set this up is take the Ethernet cord from each computer and put it in the back of the new phone and take another Ethernet cord from the phone to the computer and thus would need to purchase their Polycom 331 model phones in order to fully utilize their services and features as follows:

- One time phone number porting fee of \$15.00 per line = \$ 60.00
- Four new phones (free shipping and 1 time cost) at \$81.95 each = \$ 327.80
- Four staff at \$29.95 for the service = \$ 119.80 per month and four phone lines at \$ 5.00 = \$ 20.00 per month = \$139.80 per month.
- If we purchase 5 phones (\$81.95 more) then the four staff drops to \$25.95 = \$ 103.80 per month and the four phone lines to \$1.75, or \$7.00 per month, for a total of \$ 110.80 for a savings of \$29.00 per month thereby paying for the 5<sup>th</sup> phone in about 3 months.

Keep in mind we are not comparing apples to apples here as each service provider has provided plans and services unique to their operations. Now we need to determine our needs and make a decision as to how to move forward with a communications system and provider for both office locations.

Respectfully Submitted,



Leesa Ann Nero

IALHA 2014 Secretary

REGISTRY BOARD 1<sup>ST</sup> QUARTER 2014 REPORT  
MAY 17, 2014

The Registry Board and the Registry staff started 2014 with two major goals: to make the registration process within our control move as quickly as possible given the constraints of our registry software and start the work of replacing our 1997 Access based Registry program. These goals are in addition to keeping the daily work of the Registry office current and assisting in the management of IALHA's business office. The Birmingham office is responsible for maintaining all of the IALHA's corporate documents, business files, Board materials, financial records, accounting, etc.

As of the middle of January Robin McCabe was able to develop a system to work around the "batch system" our Registry software requires when preparing the final processing of registrations to be sent to the Registry Board. The Registry Board agreed to review registrations sent to us every other Thursday via emailed pdfs. Processing registrations every other week uses additional time for the Registry staff because of the need to "unbatch"; run the registration review materials and then "rebatch". The Registry Board has been willing to set aside every other weekend to review the registrations. Thus, we have gone from about eleven batches a year - about once a month - to what will be 24-26 batches a year. This means that once we receive the final piece of information for a registration (dna report, microchip report, or signatures) we are able to complete and mail the registration within two weeks. The same is true of transfers. Indeed, with transfers it is possible that if someone submits all the correct paperwork and payment they may receive their new certificate within a week.

Several weeks ago I sent an update on the Registry Board's work towards the replacement of our current registry software. As now we have had three contractors review our software. We have received bids from two and had one decide they would not provide a "not to exceed" bid which we require. We have contacted two additional contractors as we want to have at least three professional bids for our project. We will bring a proposal to the Board once we are totally satisfied that we have found the best contractor and price.

The attached report provides the actual figures for new registrations processed in the first quarter and registrations and transfers completed. It is interesting to note the increase in new Lusitano registrations as a percentage of all registrations started in the first quarter. Lusitanos continue to be the fastest growing segment of our registry.

Karen Sausman  
Registrar



|                                                         | <u>2014</u><br><u>1ST QTR</u> | <u>2013</u><br><u>1ST QTR</u> | <u>2012</u><br><u>1ST QTR</u> | <u>2011</u><br><u>1ST QTR</u> | <u>2010</u><br><u>1ST QTR</u> | <u>2014</u><br><u>YTD</u> | <u>TOTAL</u><br><u>2013</u> | <u>TOTAL</u><br><u>2012</u> | <u>TOTAL</u><br><u>2011</u> | <u>TOTAL</u><br><u>2010</u> | <u>TOTAL</u><br><u>2009</u> | <u>TOTAL</u><br><u>2008</u> |
|---------------------------------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|-------------------------------|---------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|-----------------------------|
| New Registrations Processed - Purebred (S)              | 93                            | 128                           | 141                           | 97                            | 82                            | 93                        | 527                         | 546                         | 567                         | 503                         | 626                         | 583                         |
| Purebred (S/P)                                          | 15                            | 28                            | 35                            | 39                            | 38                            | 15                        | 101                         | 106                         | 142                         | 135                         | 227                         | 145                         |
| Purebred (P)                                            | 54                            | 45                            | 39                            | 22                            | 13                            | 54                        | 164                         | 128                         | 172                         | 85                          | 203                         | 120                         |
| <b>Total Purebreds</b>                                  | <b>162</b>                    | <b>201</b>                    | <b>215</b>                    | <b>158</b>                    | <b>133</b>                    | <b>162</b>                | <b>792</b>                  | <b>780</b>                  | <b>881</b>                  | <b>723</b>                  | <b>1056</b>                 | <b>848</b>                  |
| Half Andalusians                                        | 82                            | 88                            | 62                            | 90                            | 76                            | 82                        | 317                         | 336                         | 521                         | 400                         | 573                         | 577                         |
| <b>Total Registrations Processed</b>                    | <b>244</b>                    | <b>289</b>                    | <b>277</b>                    | <b>248</b>                    | <b>209</b>                    | <b>244</b>                | <b>1109</b>                 | <b>1116</b>                 | <b>1402</b>                 | <b>1123</b>                 | <b>1629</b>                 | <b>1435</b>                 |
| <br><b>Completed Certificates Mailed to Owners</b>      | <br><b>398</b>                | <br><b>391</b>                | <br><b>450</b>                | <br><b>174</b>                | <br><b>170</b>                | <br><b>398</b>            | <br><b>1580</b>             | <br><b>1818</b>             | <br><b>1464</b>             | <br><b>1022</b>             | <br><b>2156</b>             | <br><b>1751</b>             |
| <br>New registrations finalized and sent to Registry Bo | <br>265                       | <br>222                       | <br>325                       | <br>135                       | <br>232                       | <br>265                   | <br>995                     | <br>1253                    | <br>999                     | <br>1034                    | <br>2069                    | <br>1714                    |
| Transfers completed and sent to Registry Board          | 133                           | 169                           | 125                           | 39                            | n/a                           | 133                       | 585                         | 565                         | 465                         | 435                         | 440                         | N/A                         |
| <b>Total files sent to Registry Board</b>               | <b>398</b>                    | <b>391</b>                    | <b>450</b>                    | <b>174</b>                    |                               | <b>398</b>                | <b>1580</b>                 | <b>1818</b>                 | <b>1464</b>                 | <b>1469</b>                 | <b>2509</b>                 |                             |

2013 Stallion Reports: Reports filed: 68 - NO LONGER REQUIRED  
Breedings: 157

# IALHA Equine Art Finalists

2014 six Finalists were selected by  
the Show Committee

# Andalusian Study by Ozana Sturgeon



# El Rey by Frances Loza



# Compeador by Fred Lavergne



# Enigma by Cynthia Saenz



# Fugitivo by Freddy Lavergne





# **Let's Talk About our Incredible Breed & Beautiful Horses**

Proposal for ONE Pure Spanish Horse  
Registration Certificate



# Purpose



- Unify the Pure Spanish Horse division of the Andalusian with ***one registration “certificate”*** between IALHA & PRE Mundial



# One Certificate



## The American Andalusian Pure Spanish Horse



This document certifies that the Stallion born on 22-Feb-97

### ESPLENDIDO LXIX

Has been entered into the Registry of the  
World Spanish Horse Registry as a Purebred

IALHA Registration Number: 15272(S)

Breeder: Hermanos Rodriguez Maranon

Owner: Celia Stenfors-Dacre  
Silverstar Ranch  
141 Country Acres Rd  
Riverton, WY 82501

This certificate is issued in reliance on an application submitted and attested to  
by the applicant horse owner and upon the express condition that the WSHR has  
the privilege to correct or cancel this certificate for cause under its rules.

Issued: 26-Sep-12 Registrar

*Karen Fausman*

Re-Issued: 08-Oct-12 President

*Julie Albano*

JENSON  
PRE1300091  
CELESTO  
PRE1809509  
NEMA  
PRE1500306

Sire: VENTERO IV

No: PRE2002936

POSEIDO IV  
PRE1300913

VENTERA III  
PRE1811869  
OBSTINADA II  
PRE1601476



MAJO 1968  
PRE1300316

MAJO III  
PRE1600326  
MAJA II  
PRE1100705

Dam: ESPLENDIDA XII

No: PRE1810724

ADENTRO  
PRE1000030

HERMOSA VIII  
PRE1300848  
TOMATERA III  
PRE1100386



# Cost Analysis



- Triple registering a horse with IALHA, PRE Mundial & ANCCE will cost approximately \$900 to \$1000 not including Vet expense
- Registering an adult horse with a single registration at current pricing would cost approximately \$300 to \$369
- A cost savings between 40-70% per horse



# Advantages



## Cost Saving

1. Merging the registration process of IALHA and PRE Mundial saves the cost of double registrations and
2. Reduces costs incurred in ownership transfers and filing stallion reports
3. Simplification of the registry process encourages participation in the breed
4. A shared database between registries
5. Reduces man hours spent looking for horses in multiple database programs

## Time Saving

1. A single standard application provided by either registry saves significant time and avoids duplicity

## Encourage Show Participation

1. All Spanish horses eligible for show participation without duplication of certificates
2. More Entries more value to placements  
e.g.) Horse wins first out of 15 vs. first out of 2
3. Increased revenues with increased participation



# Advantages Cont.



## Collaboration Between Organizations

Collaboration creates a more unified front between organizations for the Pure Spanish Horse in America and adds incredible strength to our breed

Collaboration can encourage sponsorships to our breed from larger companies to help fund various shows and programs

Collaboration expands possibilities of joint magazines and marketing, a cost savings in a difficult economy

Collaboration reduces confusion to the 'new comers' of our breed

Collaboration fosters new ideas and thinking to help advance our breed in America and beyond.



# Disadvantages



- Perceived loss of Autonomy
  - IALHA's focus is on performance, FPSH focus is on education and conformation, they are complementary. A loss of either organization would be unfortunate because they serve to strengthen one another. Both organizations have registry departments and can easily generate certificates without compromising the breed
- Change can be difficult to accept
  - However, growth is a necessity of life



# Purposed Structure

- Pure Spanish Horse Certificate to be issued by registry organization complying with standards
  - DNA and Parent Verification (e.g.: UC Davis)
  - Microchip
  - Documented horse markings/whorls/brands
  - Etc.



## Revision/Qualification



- If an owner wishes to proceed with current revision and/or qualification procedures they can apply through PRE Mundial and follow current protocols. If the horse passes they will be issued a carta/passport with appropriate notations



# Summary



- One standard Pure Spanish Horse registration certificate between IALHA and PRE Mundial
- Available revision/qualification at owners discretion through PRE Mundial
- Allows all Pure Spanish Horses to participate in breed shows without duplication of certificates and generates increased revenue through increased show participation
- Reduces owner & organization expenses as well as time savings
- Reduce fragmentation through unity - adds value, strength and clarity to our breed



# Conclusion



The purpose of this presentation is to encourage communication and brainstorming to unite the Pure Spanish Horse in America. Through unity we can strengthen our breed, increase show participation, reduce costs and recruit new owners to our magnificent horses.

# IALHA Committee Report: 1st Quarter 2014

**Committee Name:** Stallion Service Auction

**Committee Chair:** Kay Laake, Region 3

**Committee Members:**

Sharon Mohr, Region 6

Nancy Holman, Region 3

**Budget Allocated for 2013:** \$5000

**Monies Spent to Date in 2013:**

\$4700

- Advertising \$1600
- Brochure mailing \$2100
- Graphic Artwork \$350

**Dates Committee met since last BOD Meeting (10/13). If committee conducted all meetings/business via email, please explain here:** We meet very frequently by email and occasionally by phone.

**This Year's Accomplishments to Date (listing/describing decisions and actions taken):**

- **\$21,400 in income** (actual) , nearly %20 increase over budgeted \$18,000
- Approximately \$8000 of the income is currently "earmarked" for the specialty classes, but we plan to check with all the donors to see if others would like to mark their income "earmarked". Many did not check this section of the application.
- Stallion brochures were very well received this year, switching to posters that can be framed. The timing was better than last year, but we would still like to move the mailing up two or three days. Most received their brochures one week before the end of the auction, but a couple reported receiving it just a few days before.
- There were no major issues, unhappy bidders or non-pays this year. Two bidders reported "errors". One said her son accidentally clicked on the bid button.

- **TOP 12 STALLIONS**

|           |           |
|-----------|-----------|
| Faisan AT | 2,500.00  |
| Novelista |           |
| D         | 2,250.00  |
| Caetano   | 1,400.00  |
| Fainero   | 1,050.00  |
| Xerez     | 1,050.00  |
| Lebrijano | 1,050.00  |
| Klickitat | 1,000.00  |
| Verso do  |           |
| Retiro    | 975.00    |
| JS Cesar  | 900.00    |
| Xemino    | 900.00    |
| Bravario  | 850.00    |
| Sonhador  | 850.00    |
| top 12    |           |
| TOTAL     | 14,775.00 |

**Committee Goals / Projects for the Future in 2014:**

- Improve the site for next year's auction
- Utilize the new Membership Program to enhance the Stallion Auction
- Create a 2015 Calendar and a Foal Calendar using get of auction breedings

**Motion/s for the Board to Consider (please be as specific as possible in your wording):**

None

**Submitted by:**

Kay Laake

# IALHA Committee Report 1<sup>st</sup> Quarter 2014

**Committee Name:** Membership Committee

**Committee Chair:** Kay Laake, Region 3

**Committee Members:**

Joanne Asman, Region 1  
Howard Peet Region 1  
Lisa Camp, Region 2  
Janita Smith, Region 3  
Pam Nelson, Region 3  
Anna Young, Region 5  
Cynthia Spanhel, Region 5  
Region 4 open  
Region 6 open

**Budget Allocated for 2014:**

|                                |          |
|--------------------------------|----------|
| General Membership Committee   | \$4,500  |
| Membership Administrator setup | \$10,000 |
| Youth program;                 | \$500    |
| Ambassador Program             | \$5000   |

**Monies Spent to Date in 2014:**

\$2251

Advertising Horseman's News, share of another ad with Marketing Committee  
\$1100

Calendars ( ½ share) from the 2014 Membership drive ( free calendars) \$1100

Allocation for startup of Membership Administrator; ( Not connected to Membership Committee Expenses)

\$1600 equipment, computer, printer, phone, supplies/ PO, phone

\$800 travel

\$600 search and background check

Ambassador's Program; \$1150

**Dates Committee met since last BOD Meeting ( 1/14) If committee conducted all meetings/business via email, please explain here:** The Sub-Committee, including two members of the Membership Committee have met regularly throughout February and March. April 10 we launched the new Kentucky Membership office.

### **This Year's Accomplishments to Date (listing/describing decisions and actions taken):**

- Startup of Membership Services Administrator/ office
- New Membership address/Personal Address; Kiri van Haaren, 705 Everest Court Lexington, KY 40515 513-266-4420| [van\\_haarenkirsten@hotmail.com](mailto:van_haarenkirsten@hotmail.com)
- Official Membership Contact: The official address is:  
PO Box 23682  
Lexington, KY 40523 Phone and Fax [859-317-9517](tel:859-317-9517)
- Purchase of Avectra NetForum Pro Membership Program, in the midst of implementation. Launch date May 27-30
- Countdown to severing vendor relationship with Association Resources
- Youth Coordinator, Anna Young created a plan and requests board support ( See Attached)
- 7 Ambassador projects planned on reduced budget. Two completed and paid.

### **Committee Goals / Projects for the Future in 2014:**

- Continue to implement the Avectra software;
  - o New website with Member renewal launched June 1
  - o Bi-weekly email blasts beginning June 15
  - o Member survey to give direction to features to develop
  - o New Farms and Services feature by June 30
  - o Communities demographics setup by July 30
  - o Merchandise in the Online Store by July 30
  - o Blogs and Communities in use by August 31
- Improve membership numbers throughout 2014
  - o Current membership 1350 total Compare to 1400 in 2013
  - o 568 Associate Members Compare to 580
  - o 30 Youth Compare to 40
  - o 680 Full Members ( 28 are Business Members) Compare to 730 30 are Business Members
  - o 44 Partner Memberships (22 couples, one Full, one Associate total ) Compare to 62 or 31 couples in 2013
  - o 26 Lifetime Members ( two more are on a payment plan) Compare to 23

### **Motion/s for the Board to Consider (please be as specific as possible in your wording):**

None at this time. Anna Young requests that the Show Committee implement her plan for the Youth Division at National Show. We also would like feedback, suggested revenue streams and volunteers to help with the youth programs.

### **Submitted by:**

Kay Laake, Membership Chairperson

## IALHA Youth Program for 2014

The Youth Coordinator and member of the Membership Committee, Anna Young, proposes two new programs for Youth in 2014 and ongoing. In addition, we are summarizing other projects that we would like to take on, with more participation needed.

### Youth Riding Blocks at the National Show

Young riders would have the opportunity to sign up for a “Youth Division” . The Youth Division would encompass all classes the youth rider enters in at the National Show except for Opportunity Classes. ( We are not certain about this, but since opportunity classes can include non-IALHA horses, they would not count, although we are considering it, due to the additional inclusion of riders and classes.

1. **Youth Division** will include two groups, “ 13 and Under” and “14 to 18 year olds”
2. Points would be earned for participation in classes as well as placings.
3. **Youth Division Medal Awards** will be fighting for the first 3 places, which would be equivalent to Gold, Silver and Bronze medals. Only Youth Classes will be counted in the medal classes.
4. **Youth High Point Award** riders (not horse) will be awarded Champion and Reserve Champion for both groups, (13 and under, and 14-18) for points earned. All classes will be counted, including Youth, Open and Amateur.

Anna recommends separating the youth classes into two age groups for safety reasons. “For example, I have a 11 yo rider who can easily do an amateur or open class which includes hand gallop but in the class of 15 horses in, including stallions, I will not allow my rider to ride. That way younger riders have chance to get a medal and older riders can get a medal and/or HP award.

**Prizes;** Besides medals, (similar to the best movement awards) champion and reserve champion ribbon and regular ribbons, Anna is working on sponsors for the awards and sponsored prizes (merchandise). Maybe even a trailer? ☺.

**Cost;** \$300 plus merchandise. ( Sponsorships for the classes would also be solicited)

Recommended Youth Classes;

- \* In-hand class (showmanship)
- \* Dressage test (test of choice)
- \* Hunt seat class
- \* Hunt seat equitation
- \* Dressage Equitation
- \* Western Pleasure
- \* Western Equitation
- \* Country English Pleasure
- \* Country English Pleasure Equitation
- \* Working Equitation

## **Youth Challenge Program – (in conjunction with the National Show)**

The IALHA Youth Challenge Program would be conducted throughout the year, outside the National Show, but will be connected to the performance at the national show. Anna's idea is basing on a program "Extreme Mustang Makeover". The point of the program would be a test of a young rider & horse team preparing to show. Purpose of the program would be to create an opportunity for a young rider to be able to work with a horse, under trainers supervision and perhaps a first step towards the horse trainer/rider profession. Program will teach the riders dedication and responsibility and will give a feeling of the accomplishment and self-confidence for the riders.

### **1. Apply and Donate**

We will need to find willing trainers, horse owners and youth to apply. They need not be a horse owner to participate, but will need to adhere to a plan. Each Young Rider, will have an IALHA registered horse to work with in the program. The horse can be owned by the rider and relatives, or can be donated/sponsored/loaned to the riders for the time of the program.

### **2. Trainer/ Supervision**

Young rider will be working with a horse under his/her trainer supervision. Horse chosen to the program would need to be a young horse not a GP schoolmaster, A minimum number of "lessons" or "supervised rides" will be required. The trainer will guide the preparation, and must be willing to report progress through written, photo and video reporting. Trainers may assist, but will be asked to guide and coach to allow for the most success and growth of the youth entry.

### **3. Awards and Showcasing**

As a culminating test of the riders' accomplishment with the horse, IALHA National Show would have a class where all their accomplishments will be presented. For example: ease of handling the horse, ride-ability, opportunity class (trick taught).

All participants will be receive a diploma, and there will be a special prize for the 1<sup>st</sup> place....like a trailer

### **4. Costs & Benefits**

There would be considerable work in obtaining, managing and keeping track of contestants, as well as fund raising work. There will be a significant bonus for some of the top trainers involved, as they could be highlighted in the magazine/website.

Besides the ribbons and awards to all participants, breeder/or a person who have provided a horse to a rider will be awarded with a letter of appreciation from IALHA. We would want to work toward including youth who do not have horses or the means to have one. This program will benefit all who are involved as well as impact our strategic goals, promoting our breed and activities to more members, and the horse-loving public in general.

## **Other Youth Program Activities**

### Iberian Horse Educational Day

One of the ideas I have that can work individually country wide and independently is to be organizing a Spanish Horse Educational Day. Those events could be organized by the IALHA- and kids participating in a Youth Program would be the one presenting the breed, tack, functionality. There off course can be other riders participating, trainers and parents helping but it would go under the name of the IALHA youth rider/riders.

### Participation Awards

Youth riders could receive an end of the year award (Saddle pad, blanket, jacket or other item with logo of IALHA Youth Program) for participating at the local shows as a representative rider of the IALHA Youth Program and Andalusian/Lusitano breed. The IALHA Youth Program would be able to take donations, collect funds and find sponsors for end of the year awards.

### Create a Youth IALHA logo for Merchandise

This can be a contest, run through the Facebook page. Finalists receive a free membership and merchandise can be sold at National Show and online.

### Scholarships

- Scholarship for IALHA junior competitors will be given to the rider who shows Andalusian or/and Lusitano breed horses in certain disciplines. Scholarship will be given at the end of the year to a one rider in each discipline.  
For Example. If someone competes in dressage, western, jumping, working EQ can apply at the end of the year for the year achievement. (Minimums required)
- National Show Fees Scholarship End of the year scholarship asking for the next year show fees co-funding. It would be a one-time scholarship, that competitor must use only for show fees expenses, whichever discipline rider is performing with Andalusian/Lusitano registered horses.
- One time scholarship for IALHA junior competitors fund for a chosen riding clinic.

### Create a Coloring Book

Invite young artists to create a page to create an Andalusian/Lusitano coloring book. Each artist would have their name on the page. It can be a promotional item for the Association, and possibly an item to sell for fund raising.

**NEEDED... VOLUNTEERS to make all this happen!**

**Anna Young, Youth Coordinator & Kay Laake, Membership Chairperson**



## **CONFIDENTIAL SEPARATION AGREEMENT AND GENERAL RELEASE**

This Separation Agreement and General Release (Separation Agreement), is made and entered into the 7<sup>th</sup> day of May, 2014, by and between the International Andalusian and Lusitano Horse Association (IALHA) and Association Resources, Inc. (AR), an independent contractor, in recognition of the following facts:

- A. Notice of unilateral termination of the 2010 Management Services Agreement (Services Agreement) was provided to AR by IALHA via U.S. mail pursuant to the terms of the Services Agreement on June 1, 2013.
- B. IALHA and AR agree to modify the Services Agreement termination period, transition procedures and payment scheme as stated herein.

In consideration of the promises and covenants set forth below, the parties agree as follows:

- 1. This Separation Agreement will be signed by AR's President in duplicate and then it will be forwarded to IALHA to be signed by IALHA's current President in duplicate. IALHA will promptly return one fully executed original to AR for its records and IALHA will retain the second fully executed original for its records.
- 2. This Separation Agreement alters the obligations owed by and between IALHA and AR pursuant to the Service Agreement during the transition period to require AR to perform the full spectrum of management services through May 31, 2014. Thereafter, AR is to perform only transitional services in cooperation with IALHA.
- 3. So long as AR complies with the terms of this Separation Agreement, IALHA will pay AR Separation Fees at the current hourly rate for services provided beyond the existing Program of Work related to the IALHA outbound transition. Any hourly fees or out of pocket expenses for the months of June and July will be deducted from IALHA's \$2,500.00 Reimbursement Advance established in the original Services Agreement. In the event the fees exceed \$2500.00, the balance will be invoiced to IALHA. IALHA will pay any balance within 30 days of invoicing.

4. AR shall provide to an IALHA designated representative all IALHA data, including all records, reports, reference manuals, committee timelines, meeting minutes, member lists, electronic databases, correspondence, notes and the like provided to AR by IALHA or maintained or created by AR for IALHA's benefit by May 31, 2014 or in accordance with the transition plan noted in 5.b. below. Costs associated with the preparation and transmittal of these documents, aside from actual shipping costs, shall be covered by the Separation Fee outlined in paragraph three (3) above.
5. AR's duties and obligations to IALHA under the terms and conditions of this Separation Agreement for which AR will be compensated by the Separation Fee outlined in paragraph three (3) above are:
  - a. AR shall continue to provide full services to IALHA as outlined in the Services Agreement through May 31, 2014.
  - b. AR shall work with IALHA to develop a comprehensive Transition Plan which will include, among other items, a timeline for the transfer of all files, projects and activities including database conversion. This Plan shall be completed and ready for implementation by May 31, 2014.
  - c. AR shall provide IALHA with a full and final invoice for all transition expenses no later than July 31, 2014.
  - d. AR shall place an approved message on the IALHA telephone line informing callers of the new telephone number on May 30, 2014. This recording shall remain in place until August 31, 2014.
6. AR will provide transition services under this Separation Agreement in a professional and timely manner.
7. Each party will act in good faith in the performance of its respective responsibilities under this Separation Agreement and will not unreasonably delay, condition or withhold the giving of any consent, decision or approval that is either reasonably requested or reasonably required by the other party in order to perform its responsibilities under this Separation Agreement.
8. AR agrees that AR has not and will not take, disclose or in any way utilize the confidential information of IALHA, including but not limited to IALHA documents, records, computer disks, member information, computer programs, business plans, and business and financial information relating to IALHA or its officers, directors or members.

9. The terms and conditions of this Separation Agreement shall be kept confidential by AR and AR's representatives and by IALHA and IALHA's representatives provided that it shall not be a breach of this Separation Agreement for any party to present this Separation Agreement under seal to any arbitration service provider or court called upon to enforce it, and so long as such disclosure is accompanied by a warning that the recipient must keep the information confidential. It also shall not be a breach of this Separation Agreement for any party to disclose any part of this Separation Agreement or the information contained herein to his, her, or its legal counsel or tax advisors.
10. AR and its officers, directors and employees agree that AR and its officers, directors and employees will not make any disparaging remarks, statements, or opinions, whether orally or in writing, to third parties concerning IALHA or any of its past, present or future officers, directors, members, employees, independent contractors, or independent service providers. This restriction shall apply notwithstanding the veracity, or AR or its officers', directors' and employees' belief in the veracity, of any fact or circumstance which might support any such remark, statement or opinion.
11. IALHA and its officers, directors and employees agree that IALHA and its officers, directors and employees will not make any disparaging remarks, statements, or opinions, whether orally or in writing, to third parties concerning AR or any of its past or present officers, directors, or employees. This restriction shall apply notwithstanding the veracity, or IALHA or its officers', directors' and employees' belief in the veracity, of any fact or circumstance which might support any such remark, statement or opinion.
12. If any term or provision of this Separation Agreement is to any extent held invalid or unenforceable by a court of competent jurisdiction, the remainder of the Separation Agreement shall not be affected thereby, and each of the terms and provisions of this Separation Agreement shall be valid and enforced to the fullest extent permitted by law.
13. Connecticut law shall govern the validity, effect and interpretation of this Separation Agreement.
14. Any controversy, claim or dispute arising out of or related to the breach, interpretation, enforcement, rights or obligations under this Separation Agreement shall be resolved through final and binding arbitration which will be submitted to American Arbitration Association (AAA) and administered pursuant to AAA rules and procedures. Any arbitration or judicial proceeding or any dispute arising out of or relating to this

Separation Agreement or any matter related hereto shall be arbitrated in the State of Connecticut, County of Hartford.

15. This Separation Agreement may be amended, changed, or modified only upon a written agreement executed by all of the parties. No waiver of any provision of this Separation Agreement will be valid unless in writing and signed by the party against whom such waiver is charged.
16. The parties stipulate that this Separation Agreement does not constitute an admission of liability; does not constitute any factual or legal precedent whatsoever; and may not be used in evidence in any proceedings of any kind, except in an action alleging breach of this Separation Agreement.
17. This Separation Agreement constitutes the entire agreement between the parties hereto with respect to the subject matter hereof and supersedes all prior and contemporaneous oral and written agreements, understandings, and representations, including but not limited to the Services Agreement.
18. All parties represent that they have read this Separation Agreement and fully understand all of its terms and provisions and that they are voluntarily entering into this Separation Agreement.

IN WITNESS WHEREOF, the parties have executed this Agreement as of the date first set forth above.

International Andalusian and Lusitano Horse Association (IALHA)

By: \_\_\_\_\_ Date: \_\_\_\_\_  
Julie Alonzo  
President  
IALHA

Association Resources, Inc. (AR)

By: Martin Rotblatt  
Martin Rotblatt  
President  
Association Resources, Inc.  
342 North Main Street  
West Hartford, CT 06117-2507

Date: 5-12-2014

# IALHA Committee Report: 2nd Quarter 2014

**Committee Name:** Policies & Procedures

**Committee Chair:** Terrye Branson, Region 5

**Committee Members:**

**Julie Alonzo, Region 2**

**Leesa Nero, Region 7**

**Budget Allocated for 2014:** \$450

**Monies Spent to Date in 2013:** 0

**Dates Committee met since last BOD Meeting (01/2014). If committee conducted all meetings/business via email, please explain here:**

The Committee has not met since the last BOD meeting

**This Year's Accomplishments to Date (listing/describing decisions and actions taken):**

There are no accomplishments to report to date.

**Committee Goals / Projects for the Future in 2014:**

We need to ensure that all contracts are reviewed for changes in the Indemnity sections of the contract that may put IALHA at greater risk. For example the Indemnity Changed on the 2014 contract with City of Fort Worth. The Indemnity change creates a greater exposure for the IALHA with the language change. We should have a process that contracts go through Policies and Procedures so that there can be identification of language that requires additional insurance or a possible renegotiation of terms.

We do not use a template contract with every contract.

Originally one of the goals of the P&P Committee was to develop a manual of practice. All defined procedures would be compiled into a manual and arranged by topic. There was the thought to go through the old minutes of the BOD to determine what had been established, codify that and develop suggestions for policies and procedures and recommend them to the Board. There is a lot to be done to bring the organization up to professional standards.

The goals for 2014 are (1) for ALL new contracts that do not use a previously-approved contract template to be reviewed by the P&P Committee, including leases for property, equipment, show venues, vendors, etc., and (2) to establish a procedure for gathering information so that the insurance for the IALHA can be managed efficiently. This is wording from last report. To re-iterate there are contracts that should be reviewed that are not on the IALHA templates.

**Motion/s for the Board to Consider (please be as specific as possible in your wording):**

Motion # 1

**That Policies and Procedures committee review all contracts that involve the leasing of office space, facilities for IALHA shows, clinics and related venues so that**

**insurance** requirements may be met and onerous indemnity language may be possible negotiated out of the contracts.

**Budget Requested for 2014 (provide rationale for dollars requested):**

\$450 budget was approved

Motion #2

**A section in the employee handbook be added to address discrimination by June 30, 2014. As the Directors and Officers Insurance Carrier requires a policy on Discrimination be included in the Employee Handbook . This is a requirement that the Anti-Discrimination policy be furnished to the Directors and Officers Underwriters within 21 days of binding coverage in June. Attached is suggested Anti-Discriminatory Policy.**

**Submitted by:**

Terrye Branson, CIC  
Chair Policies and Procedures  
5-6-2014

## ANTI DISCRIMINATION POLICY

The following information or direction is offered on the topic of Anti-Discrimination. This will be considered the policy of the IALHA until such time there is a revision to the Policy.

### **Prohibition of Unlawful Discrimination**

In accordance with applicable law, the IALHA prohibits discrimination because of gender, race, color, national origin, ancestry, religion, creed, physical or mental disability, age, genetic information, marital status, sexual orientation, or any other basis protected by federal, state or local law. All such discrimination is unlawful and will not be tolerated. IALHA is committed to taking all reasonable steps to prevent discrimination from occurring.

### **Discrimination Defined**

Federal and state law defines discrimination as being treated differently because of an employee's membership in a protected category, as listed above.

### **IALHA 'S Reporting Procedure**

If an employee believes her/she has been discriminated against, or is aware of discrimination against others, the employee should provide a written or verbal report to the Executive Committee of the BOD of the IALHA as soon as possible. The report should include details of the incident(s), the names of the individuals involved, the names of any witnesses, direct quotes when relevant, and any documentary evidence (notes, pictures, cartoons, etc.) All incidents of discrimination that are reported will be investigated. The IALHA will endeavor to protect the privacy and confidentiality of all parties involved to the extent possible consistent with a thorough investigation.

### **Protection against Retaliation**

Applicable law also prohibits retaliation against any employee by another employee or by the IALHA for reporting, filing, testifying, assisting or participating in any manner in any investigation, proceeding or hearing conducted by the IALHA or a federal or state enforcement agency. Employees should report any retaliation to the Executive Committee of the IALHA. Any complaint will be immediately, objectively and thoroughly investigate in accordance with the investigation procedure outlined above. If a report of retaliation is substantiated, appropriate disciplinary action, up to and including discharge will be taken.

### **Additional Enforcement Information**

Employees should also be aware that the Federal Equal Employment Opportunity Commission (EEOC) and the applicable state civil rights commission investigate complaints of discrimination in employment. Employees who believe that they have been discriminated against may file a complaint with either of these agencies. Both the EEOC and applicable state civil rights commission serve as neutral fact-finders and attempt to help the parties voluntarily resolve disputes. You may contact the nearest office of the EEOC or an applicable state civil rights commission as listed in the telephone directory.

# **IALHA Committee Report: 1st Quarter 2014**

**Committee Name:** Strategic Planning

**Committee Chair:** Leesa Nero, Region 7

**Committee Members:**

Julie Alonzo, Region 2

Kay Laake, Region 3

Robert Malone, Region 7

**Budget Allocated for 2014:** None

**Monies Spent to Date in 2014:** None

**Dates Committee met since last BOD Meeting (01/14). If committee conducted all meetings/business via email, please explain here:** Unfortunately, due to the committee chair's schedule no meetings have been called as of yet this year.

**This Year's Accomplishments to Date:** None at this time.

**Committee Goals / Projects for the Future in 2014:**

It is the Chair's intent to revise the Strategic Planning Power Point created in 2013 to incorporate new information from the 3<sup>rd</sup> Qtr. 2013 board meeting, in addition to actions and procedures that have either been approved or have occurred since, and then to send to the committee for review and discussion before moving forward with finalizing a Strategic Plan for the organization. This final Plan would then be presented to the Board of Directors for review and approval. The ultimate goal is to obtain BOD approval and then send out to the membership with an explanation as to the future direction of the IALHA.

**Motion/s for the Board to Consider:** None at this time.

**Submitted by:** Leesa Nero, Chair.

# **IALHA Committee Report: 1st Quarter 2014Report**

**Committee Name:** Elections

**Committee Chair:** Gary Camp, Region 2

**Committee Members:**

**Nikki Pecorelli, Region 1**

**Nancy Holman, Region 3**

**Leesa Nero, Region 7**

**Monies Spent to Date in 2014**

**None**

**Dates Committee met since last BOD Meeting (1/14). If committee conducted all meetings/business via email, please explain here:**

No meetings have been held

**This Year's Accomplishments to Date (listing/describing decisions and actions taken):**

Some research in transitioning to on-line elections has been carried out

**Committee Goals / Projects for the Future in 2014:**

Fill out committee by adding members from Regions 4, 5 and 6.

Transition to on-line voting

Conduct the 2014 board member and officers election

**Motion/s for the Board to Consider (please be as specific as possible in your wording):**

I would like to request that the BOD appoint Terrye Branson to the Elections Committee, representing Region 5

**Budget Requested for 2014 (provide rationale for dollars requested):**

**Submitted by:** Gary Camp

# IALHA Committee Report: 1st Quarter 2014

**Committee Name:** Ethics Committee

**Committee Chair:** Leesa Nero, Region 7

**Committee Members:**

Terrye Branson, Region 5  
Claudia Dausman, Region 4  
Pam Nelson, Region 3  
Robbie Tarnove, Region 1  
Julie Alonzo, ex-officio

**Dates Committee Has Met Since Last BOD Meeting (Jan - Oct):**

April 16, 2014.

**2014 Budget Allocated:** \$ 4,000.00

**Allocated Budget Used To Date:** \$ 13.19

**Accomplishments and Activities to Date:**

- Revised Ethics Procedure documents to clarify, and delineate in more detail, the Complaint and Hearing Process were approved by the Board of Directors January 2014.
- Received and completed initial review of new complaint #2014-1.

**Goals for the Future in 2014:**

- Continue to revise and improve upon the committee's Policies and Procedures documents as needed and driven by future situations.
- Continue to call for more committee member volunteers.

**Motion/s for the Board to Consider:** Appoint Gary Camp to the Ethics Committee to fill the second board seat on this committee (as required by the Bylaws) and to represent Region 2.

**Submitted by:** Leesa Nero, Chair

# IALHA Committee Report: 1st Quarter 2014

**Committee Name:** Marketing

**Committee Chair:** Barbara Price, Region 1

**Committee Members:**

Meagan Brown, Region?

Nancy Holman, Region 3

Sharon Mohr, Region 6

**Budget Allocated for 2014:**

- Approx. \$4,000?

(Not exactly sure what it was changed to. Sherry may have better data.)

**Monies Spent to Date in 2014:**

Ad design & artwork creation: \$200

5,000 color ad reprints: \$476

USEF ad: \$700

Horseman's News ad: \$325

Riding Magazine ad: \$600

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Total: \$2,301

( Additionally, part of an Equine Journal ad placed by Membership may have been expensed to Marketing.)

**Dates Committee met since last BOD Meeting (10/13). If committee conducted all meetings/business via email, please explain here:**

All committee correspondence for first quarter was via email.

**This Year's Accomplishments to Date (listing/describing decisions and actions taken):**

-New general ad was created, continuing the Versatile with Style positioning, but adding a western discipline photo (reining horse). Electronic copy included here.

- Color reprints of the new ad were created and shipped to KY IALHA rep for Rolex and for other general use.

- Previous Versatile with Style ad was placed in USEF's Horse of the Year publication. It is one of the few hard copy publications that USEF still publishes.

- New ad was placed in the May issues of Horseman's News and Riding Magazine. Both of these issues are the annual Spanish Breeds issues and also have increased print runs for Fiesta of the Spanish Horse and Del Mar Nationals shows.

Submitted editorial piece to Horseman's News regarding PRE dressage horse at Charlotte Dujardin clinic, to run adjacent to the IALHA ad.

#### **Committee Goals / Projects for the Future in 2014:**

- Continue to capitalize on marketing & promotion opportunities as budget will allow.
- Develop expanded IALHA brand merchandise program for 2014 National Show, if budget and BOD allow.

#### **Motion/s for the Board to Consider (please be as specific as possible in your wording):**

- None at this time

#### **Budget Requested for 2014 (provide rationale for dollars requested):**

N/A. Already submitted last year.

#### **Submitted by:**

Barbara Price  
torrepinonfarms@aol.com  
760-715-7803

# **IALHA Committee Report: 1st Quarter 2014**

**Committee Name:** PSL Commission

**Committee Chair President PSL Commission:** Sharon Mohr, Region 6

**Committee Members:**

**Michel Paulin, Region 2**

**Nancy Holman, Region 3**

**Bruce Menke, Region 5- secretary PSL Commission**

**Alex Dees, Region 2**

**Budget Allocated for 2014:** \$15000.00

**Monies Spent to Date in 2014:** 0

**Income as of March 2014-** \$1060.00

**Dates Committee met since last BOD Meeting (10/13). Committee conducted all meetings/business via email:**

**APSL Judges requested for 3 shows in the USA :**

**Las Vegas**

**ERAHC**

**National Show in DFW Texas.**

**None have been chosen or awarded to the 3 shows as of this date.**

**APSL registrations sent to Owners after copying and filing in the IALHA office.**

**This Year's Accomplishments to Date:**

Embryo transfer questions answered by APSL- only 1 horse per year before 2010.

APSL registration received on L-Nostradamus- APSL pending reg. since 2006.

The Commission continues to help IALHA members register ABPSL and APSL imports with IALHA

DNA conversion of bloodcards shared with Alter Lab

Email blasts sent out to members wishing to inscribe- no requests for inspection paid for to date.

**Committee Goals / Projects for the Future in 2014:**

**Set up inspection sites to coincide with Shows listed above.**

**Motion/s for the Board to Consider:**

Reappoint Sharon Mohr as Committee President of PSL Commission for a 3 year term- June 1 2014 – June 1 2017

**Budget Requested for 2014:** None additional

**Respectfully Submitted by: Sharon Mohr, PSL Commission President**

# **IALHA Committee Report: 2nd Quarter 2014**

**Committee Name:** Scholarship

**Committee Chair:** Terrye Branson, Region 5

**Committee Members:**

**Janita Smith, Region 3**

**Budget Allocated for 2014:** no funds that I know of were allocation

**Monies Spent to Date in 2014:**

**No monies spent in 2014**

**Dates Committee met since last BOD Meeting (01/2014). If committee conducted all meetings/business via email, please explain here:**

Research was conducted by Janita Smith and her husband who is a CPA. It was found that the IALHA may accept and distribute up to \$5,000. in scholarship, grant or assistance monies per year with no obligation on the part of the organization except record keeping. If monies are collected and/or distributed exceeding \$5000. Schedule I on the annual 990 tax must be used.

The next step is to create a scholarship application and that is being worked by Terrye Branson and Janita Smith.

Meetings were held via email.

**This Year's Accomplishments to Date (listing/describing decisions and actions taken):**

Determination of criteria from IRS

**Committee Goals / Projects for the Future in 2014:**

Creation of the application and a written process for selecting applicants

**Need new committee members**

We feel that keeping committee small may facilitate process. It is difficult to meet and we have found we can conduct business through email.

**Motion/s for the Board to Consider (please be as specific as possible in your wording):**

None at this time

**Budget Requested for 2014 (provide rationale for dollars requested):**

**Submitted by:**

Terrye Branson

# IALHA Committee Report: 1st Quarter 2014

**Committee Name:** Website

**Committee Chair:** Cynthia Spanhel, Region 5

**Committee Members:**

**Kay Laake, Region 3**  
**Sherry McGalliard, Region 5**  
**Karen Sausman, Region 1**  
**Katie Hill**

**Budget Allocated for 2014:** \$

**Monies Spent to Date in 2014:** \$

**Dates Committee met since last BOD Meeting (10/13). If committee conducted all meetings/business via email, please explain here:**

The committee meets on an as-needed basis via a Facebook group. All substantive ideas for changes to the site are put before the Committee in this group. All Committee members are members of this Facebook group, and they are all free to propose ideas and comment on others' ideas and proposals. It appears to be a very effective way of communicating and coordinating committee activities.

**This Year's Accomplishments to Date (listing/describing decisions and actions taken):**

\* Learn how ialha.org works and learn to do routine tasks on the site such as posts, updates, small design changes

Completed, though it is a constant learning process.

\* Assess need for outside consulting to maintain and develop the site (terminated contract with previous consultant, identified others willing to work on as needed basis).

Completed, Karen Kreps of netingenuity.com engaged to work on site on as-needed basis. This arrangement is working out well, and I am very pleased with Karen's expertise and availability.

\* Identify content areas that need improvement (largely done, though have not implemented the improvements)

News items that appear in the NewsBrief are now routinely added to the site and the Events calendar is updated similarly. List of sanctioned shows now in a table with links to USEF site. Working on NewsBrief archive. Working on awards section and improvements to National Show page.

- \* Develop documentation on the site and how to perform routine updates/tasks

Ongoing in Evernote.

### Committee Goals / Projects for the Future in 2014:

- \* Develop a relationship with an outside expert to implement design changes on the site (e.g., harmonize the design of the main site and the subdomains).

Done, though waiting on implementation of new members only site before proceeding.

- \* Improve user experience on the site by upgrading/rewriting/reorganizing current content, links, etc.

News is gathered via NewsBrief and posted to site. Event calendar updated similarly. Sanctioned show table developed with links to USEF site, though need to be informed when new shows are added. NewBrief archive is being developed.

- \* Consider developing value added content (e.g., monthly member spotlight, open horse show results)

Still thinking about.

- \* Add paypal to more functions so that the site can be a one stop shop (e.g., pay for registrations online)

No action yet.

- \* Upgrade hosting package and add anti-malware package

Determined that hosting package is adequate for needs right now, but will add anti-malware service.

- \* Make improvements that will increase the SEO rank of the site

SEO has been implemented on the site via the YOAST plug-in, but it still needs a lot of work. This is an ongoing process.

### Goals for Next Quarter/Rest of Year

- Work with VP/Membership Coordinator/Avecra to integrate new membership subdomain with main site
- Investigate options for classifieds/auction. The current program is difficult to use and maintain and is underutilized by members.

- Consider the development of a new theme/Wordpress platform for the site. Since the current site was designed, WordPress has evolved dramatically. There are now thousands of pre-built themes, many of which could accommodate our current needs and much more. I think the current budget is sufficient to cover the development, but I am studying it

**Motion/s for the Board to Consider (please be as specific as possible in your wording):**

None at this time.

**Submitted by:**

Cynthia Spanhel May 12 2014

*Cynthia L. Spanhel*