



International Andalusian and Lusitano Horse Association Board of Directors Meeting

Minutes

Meeting Type	IALHA Q4 Board of Directors Meeting		
Date & Time	October 28, 2023	Location	Videoconference

Meeting called to order at 7:05 am CDT by **Kaeli Dressler** IALHA President

Board Members in Attendance:		
In person/ Video/ Telephone	Name	Role
Videoconference	Kaeli Dressler	President
Videoconference	Cheryl Croasmun	Vice President
Videoconference	Jerry Beatty	Secretary
Videoconference	Jennifer Stewart	Treasurer
Videoconference	Jody Sydow	Show Chair
Videoconference	Granger Durdin	Region 5 Director
Videoconference	Courtney McDonald	Region 7 Director
Videoconference (arrived 10:40 AM CDT)	Martin Perez	Region 7 Director
Videoconference	Michael Sydow	At Large Director
Videoconference	Sharon Mohr	Registry Director
Others in Attendance:		
Videoconference (arrived 9:15 AM CDT)	Robin McCabe	IALHA Office
Videoconference (arrived 9:15 AM CDT)	Amanda McCabe	General Member

Item 1: Adopt Agenda

MOTION	to approve Agenda as submitted by Jennifer Stewart with second by Jerry Beatty .
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Motion carried by unanimous vote with no objections or abstentions.



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Item 2: Approval of Minutes

Approval of Minutes from July 29, 2023, Q3 BOD meeting.

Approval of Minutes from August 24, 2023, Special Emergency BOD meeting.

Approval of Minutes from the September 17, 2023, Special BOD Meeting

MOTION	To approve Minutes as submitted made by Michael Sydow with second by Courtney McDonald .
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Motion carried by unanimous vote with no objections or abstentions.

Item 3: Registry Report – Sherry Mohr

Sherry reports that we are on track as of last year's pace. There were 20 new "RUSH" applications submitted for the national show of which 19 were approved and one sent back. Sherry further reported that all the completed RUSH registrations were turned around within a 24-hours by the registry board and that it looks like we are actually ahead of the 2022 registrations.

There was additional discussion about Director Martin Perez heading to an event in Mexico to assist a group in applying for IALHA registration.

Item 4: Treasurer's Report – Jennifer Stewart

Jennifer noticed that there was an increase in spending from the updated budget, but there was sufficient income to offset the increase in expenditure. She further reported that IALHA had received government income over the last few years that will no longer be available to IALHA moving forward and should be reflected in future budget forecasts.

Item 5: President's Report - Kaeli Dressler

2025 Tournament of Roses Parade Participation

IALHA did not apply to participate in the 2024 Tournament of Roses Parade but was approached by a show official to apply and participate in the 2025 Tournament of Roses Parade. Kaeli shared it would be a fitting way to kick off 2025 - our 30th anniversary year. She also feels that based on experience, it would be best to form a subcommittee to create an application process that members could complete in order to be considered to participate on the team. Discussed.

MOTION	to form a committee to establish the criteria and qualifications to create a cohesive team for participation in the 2025 Tournament of Roses Parade and report back to the board Cheryl Croasmun with second by Jerry Beatty .
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Motion approved by unanimous vote with no objections or abstentions.

Committee to consist of:



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- Dr. Walter de la Brosse – Chairperson
- Kaeli Dressler - chochair
- Cheryl Croasmun
- Amanda Latta
- Jerry Beatty
- Jennifer Stewart

Iberian Spectacular at WEC

IALHA was invited to attend. Kaeli traveled to WEC to attend and man a booth to represent our organization. USLA, USPRE and ERAHC were also present. The event was free to the public attend and included an exhibition of A/Ls in historic and contemporary native costumes and disciplines.

January 2024 Meeting Location

Kaeli reminded that the group discussed holding the first, in-person board meeting at the IALHA offices, and recommends holding the 2024 Q1 Board of Directors meeting in Birmingham, Alabama.

MOTION	made by Cheryl Croasmun to hold the Q1 2024 Board of Directors meeting on January 27-28, 2024, at the IALHA office in Birmingham, Alabama with second by Jody Sydow .
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Motion carried by unanimous vote with no objections or abstentions.

Item 6: Committee Reports

Elections Committee – Josie Croasmun

Josie Croasmun reported that voting began on October 20 and will continue through November 5, 2023. Reminders to vote will be sent out on the 27th and on 11/2/23 to capture as many votes as possible. Simply Voting is the independent election and voting tabulation service. They will generate two (2) updates to those who have not voted before the end date.

As of Friday, October 27, 53 out of 698 eligible members had voted (about 7.5% of the electorate). The Elections Committee has chosen Rose Watt as the “disinterested party” to receive the results from Simply Voting.

Show Committee - Jody Sydow

Jody reported that we are currently on track with entries and financials and receiving a lot of help from members like Courtney McDonald to help recruit award sponsors.

A total of over \$15,000.00 in special/sponsored awards has been pledged to the show.

The committee has also sent out a notice to all participants and barns to participate in providing a barn basket that will be included in a silent auction to help generate



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additional income and to encourage competitors and exhibitors to socialize throughout the show.

The Show Committee has requested that the Registry Board issue a show certificate for all competitors who have ANCCE or APSL registered horses. This will include microchip scanning to ensure that the horse has the correct registration. The show certificate will be proof that the horse has met the registry conditions just for that show. An associated cost of \$200.00 per horse will be assessed to obtain this certificate.

Finally the Show Committee voted to continue at the Will Rogers Equestrian Center for the 2024 National Show after careful consideration of several other venues.

MOTION	made by Jody Sydow that the IALHA Board approve the production of the Competition Certificate for the purposes of competing at the IALHA 2023 National Show. Motion seconded by Jennifer Stewart .
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Motion carried by unanimous vote with no objections or abstentions.

Item 7: Teams and Projects

Membership Committee – Kaeli Dressler

Membership is currently up over P/Y 2022 with the biggest increase coming from Full Individual showing a 21% increase from P/Y 2022. One other area of increase was in Lifetime Memberships with a 9% increase over P/Y 2022. Overall membership is still down from P/Y 2021 and 2020 where memberships YTD were over 1,200 total.

General Membership Meeting rescheduled. At the Q1 BOD meeting, it was determined that the General Membership meeting was to be held immediately preceding the Q4 Meeting (this one). This was set under the assumption that the 2023 elections would have been completed, and results were available for announcement. Since the election was extended due to the nomination process pushing the election out, the General Membership meeting needs to be rescheduled. Any meeting must be announced 30 days in advance. Since 30 days from the date of this meeting would be in the middle of Thanksgiving week, Kaeli has requested that the General Membership meeting be held at any time on December 5-7, 2023, followed immediately by a Special BOD meeting.

MOTION	made by Jerry Beatty that the IALHA General Membership Meeting be set for Thursday, December 7, 2023, at 7:00 PM CST. Motion seconded by Grainger Durdin .
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Motion carried by unanimous vote with no objections or abstentions.

Calendars: A decision was made that anyone who renews membership or joins IALHA during the National Show, would receive a free IALHA calendar with their membership. Lifetime members always receive a free calendar.



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Website Modifications while IALHA migrates over to Wild Apricot. Kaeli requested a quote from our websupport to make the changes necessary to complete the transition to the new membership program. He estimated that it would take between 3 – 8 hours to make these modifications at his current discounted rate.

Kaeli Dressler requested approval from the Board to approve the additional hours needed to complete the migration process over to Wild Apricot at the beginning of 2024.

MOTION	made by Cheryl Croasmun that IALHA approve the additional hours needed to migrate our current website server over to Wild Apricot. Motion seconded by Jennifer Stewart .
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Motion carried by unanimous vote with no objections or abstentions.

Media & Promotions Committee

Samantha Ebeling Partnership – Kaeli Dressler had previously commented about this partnership during the Membership Committee (website) section and is continuing to work through this partnership.

In addition, Kaeli commented about the other activity that has been completed since the last meeting including newsletters, social media insights, Horse Illustrated ad, etc and also shared our Website Analytics.

Programs and Awards

USDF – All Breed Awards have been finalized, and USDF will be sending a complete spreadsheet outlining all the All-Breed Award recipients who have won awards. Kaeli also speculated whether IALHA should attend the Convention. Discussion ensued including Jennifer Stewart and Michael Sydow that the event is worth the time to be present at the event. Jennifer Stewart volunteered to contact Carmen Hansen via text to see if she would be attending and would represent IALHA.

Kaeli also commented that the High Point award ribbons (given to Open shows) have been exhausted and will need to be reordered.

Jerry Beatty made a comment about the year end award placings with USDF and whether there was a rationale for only placing down to 2nd Place when many other organizations are placing down to at least 3rd Place and even below. Kaeli Dressler commented that it was a financial decision because the awards include a medallion and that the cost of funding these awards was somewhat prohibitive given that IALHA gives out so many awards at the end of the year. It is something that can be brought back up by the Board at the beginning of the year when the budget is reviewed.

Item 8: Old Business



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Trademark – Michael Sydow has not been able to finalize the Trademark business due to other obligations taking much of his time but has committed to continuing to work through this area and have a report on his progress very soon.

Item 9: Other New Business

IALHA appointee to the USEF National Affiliates Advisory Group of the USEF National Breeds and Disciplines Council – Kaeli Dressler

USEF has requested an appointee to sit on this Advisory Group as a representative of IALHA. Discussion: the individual should be someone who is acquainted with the USEF rules. Gareth Selwood was suggested. Kaeli agreed to get in contact with Gareth to see if he would be willing to serve in this capacity.

Discussion: BOD member purchase of IALHA memberships for others. – Michael Sydow

Michael Sydow expressed concern about IALHA memberships having been purchased for others by IALHA BOD members for the purpose of influencing elections. He shared his opinion that if that were taking place, it is an ethical violation even though it may not be specifically defined in the IALHA bylaws. He proposed an investigation by IALHA Ethics Committee. He further suggested that IALHA contract with an outside ethics agency to investigate.

Kaeli Dressler asked for clarification on the scope of this concern and the suggestion: whether he felt a seated Board member cannot purchase a membership for another member for the purposes of obtaining votes in an upcoming election, or is it to prevent the purchase of a Full Membership by any member for another member.

Michael Sydow further clarified that his belief is that at no time should an officer or a Board member of IALHA purchase a membership for nonmembers, or renew a membership for existing members. The underlying idea is that this new member will support the contributing member at upcoming elections or other areas where the Board member's influence is possible.

Kaeli clarified that an Associate Membership is a non-voting membership and it is common practice for individuals to purchase memberships for their trainers to allow the trainer to attend IALHA rated shows.

Jennifer Stewart commented that this issue has also come up with the USEF for a different reason. The USEF is currently in the process of discussing who can purchase memberships for others because the gift membership awardee can claim that the membership was a gift and that they were not obligated to adhere to the standards that USEF makes members adhere to.

She further commented that she received a request from a BOD member to conduct an review of financial records as to whether this had occurred. She found some evidence that it has taken place in the past and added that it was not uncommon to gift memberships – typically those purchased were familial or Associate (non-voting) memberships.

Conclusion following lengthy discussion: refer this to the IALHA Policies and Procedures Committee to make recommendations to the BOD that would be implemented prior to the 2024 Elections.



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Discussion: BOD member email regarding another member. – Jennifer Stewart

Jennifer Stewart raised concerns about a lengthy email from a Board member which detailed their version of a timeline of an exchange between the board member and another member that had been nominated for the 2023 elections. It also included a secondhand account of behavior of the member during a National Show several years ago. Jennifer highlighted the possibility of the accused member joining the Board in 2024 and stressed the need to inform the member about the email's existence, providing them the opportunity to respond to the accusations, up to and including an ethics complaint if they desired.

Cheryl Croasmun discussed the email, stating although it was not witnessed/a first hand account, that she felt the behavior at the National Show portrayed a SafeSport violation, but also noted that no complaint to USEF had been filed. She also stated that the accused member could call her to discuss, but it was pointed out that due to confidentiality, that this member would not have knowledge of the need to initiate a call. Jerry Beatty stated he felt it was IALHA's responsibility to file a complaint if a SafeSport violation occurred. Lengthy discussion ensued, including first hand accounts of the actions for which the member was accused were actually those actions of another (third) member, and had been addressed. By consensus the BOD agreed that it would be unwise for the organization to bring forward a USEF Safesport complaint, based on second hand information.

Several of the board members in attendance had not seen or read the email. Michael Sydow expressed that the issue was a personal matter between the Board member who wrote the email and the accused individual, stating it's not an IALHA Board issue. The Board concluded that the individual(s) involved should lodge any complaint if they felt it was warranted.

Kaeli Dressler agreed with the Board's consensus, suggesting that discussions about individual members during Board meetings should be specific to IALHA business. She recommended keeping emails involving Board members and individual members out of future IALHA Board discussions.

Proposal: Reimbursement of BOD members for travel to Q1 meeting. – Jennifer Stewart

Jennifer discussed being approached by a prospective IALHA Board member if there was a fund available to help offset travel expenses for the Board members to attend the IALHA Q1 in person board meeting. Jennifer shared that in the past, IALHA had a fund that was earmarked for this purpose. If an individual needed travel expenses reimbursed, they could submit a request to IALHA to assist them with travel expenses, and the Board would need to approve. The stipend originally allocated per member was \$250.00. This policy or practice has not been in place or approved in recent years.

Michael Sydow commented that this is a voluntary position, not a "for profit" business and from the point of nomination are aware of the need to travel to at least one board meeting per year. Martin Perez and Jerry Beatty also expressed agreement. Consensus was to not act on this proposal at this time.

Discussion: how ensure Regional and National competition rule compliance, & response to USEF – Jennifer Stewart



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Jennifer Stewart shared that she had received feedback from USEF and an IALHA member dissatisfied that an exhibitor received a Regional Championship despite a number of USEF Rules (tack & attire) violations (seen in photos posted on social media). Discussed the circumstances, and that the exhibitor, steward, judge and show management shared responsibility in knowing and upholding the rules.

She suggested that IALHA put a policy in place that IALHA must approve the show in advance with reminders in place that each competitor must be aware of the policies and procedures set forth by USEF and IALHA and adhere to these rules and regulations.

Kaeli Dressler agreed to draft a letter in response to the USEF showing that IALHA has been made aware of the non-intentional rules and regulations violations and that corrective measures will be taken to achieve compliance in the future.

Item 10: **Between Now and Next Time**

Kaeli will:

- Get out the notice of the 2023 General Membership and Special BOD meetings,
- Reach out to Gareth Selwood to sit on the USEF Advisory Committee
- Draft the letter to USEF in response to the rules and regulations violations from the regional shows.

Cheryl Croasmun to make lodging arrangements for the 2024 Q1 National BOD meeting.

Item 11: **Adjournment**

MOTION	To adjourn made by Jerry Beatty with second by Michael Sydow .
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IALHA BOD Meeting adjourned at 11:10 AM CST by President Kaeli Dressler

Minutes recorded by Secretary Jerry Beatty