



**Date: 28/10/2017 Face to Face Trustee Meeting; venue Connegar Farm, Dorset**

**Attendees:** Jem Adams, Mike Adams, H Ashford, Ellen Brimble, Kirsty Carson (part meeting and via Skype) , Debbie Ede, Freija Glansdorp, David Savage

**Apologies:** Kristina Christof

Notes and Actions	
<b>1</b>	<p><b>Minutes</b> of the 2<sup>nd</sup> October were approved bar one typo.  <b>Actions &amp; Matters Arising from the Minutes:</b> All actions were in hand/completed.</p>
<b>2</b>	<p><b>Governance, Finance &amp; the AGM</b>  <b>Annual Report &amp; Final Accounts for 2016/17</b></p> <ul style="list-style-type: none"> <li>• For info - B&amp;B are now producing bound copies of the Annual Report &amp; Final Accounts to send to the CC and Companies House and the letter of engagement had been signed (Trustees, by email and scanned signatures, having previously signed off and agreed all.)</li> <li>• How much are we proposing to invest in the development fund? DE to review and suggest</li> <li>• Let KC know balance on youth fund – anything above the £5k base can be used</li> <li>• Agreed to vire the excess on the emergency fund (ie: &gt; £5k) to the development fund?</li> </ul> <p><b>Budget</b>  Looking at copies of the existing 3 year rolling budget, all reviewed and the agreed a new 3 year rolling budget that will be sent to the AGM for approval. Of note:</p> <ul style="list-style-type: none"> <li>○ Any Grant awards are dependent on outcome reports – JA follows these up</li> <li>○ MA introduced the concept of Virtual Competitions – suggested self funding – JA queried interface b/n this idea and the existing ‘tolt on line’ ? – MA says it is developing and facilitating Shona’s initiative, hopefully taking it out to a wider catchment. JA asked how will it coach people if it is just videoing a test and sending it in? MA replied – “a compromise which could help in the absence of anything else”. FG suggested this should be members only. DS suggested an additional contra initiative with trainers offering a series of videos etc. (to members only) on common issues/gait development/educating the young horse for example. It was agreed to add a further £500 to the Sport/Rider Development spend so that the IHSGB were seen to be supporting and investing in this evolving training programme. If expanding virtual competitions subsequently took off then we would need to be able to pay/reward those that marked/commented on the submissions – to keep under review</li> <li>○ Agreed in principle – to purchase (and lend copyright permitting) a series of 3 books re. educating young horse. Would publishers work with us/sponsor wider circulation within the membership and support the charity? EB to investigate. Future - liaise with FEIF to buy a license to enable members to access?</li> <li>○ Future studbook surpluses likely to be smaller as full passport costs now being levied.</li> <li>○ Insurance - a huge cost but not sure how mitigate; indemnity for Trustees paramount but competition insurance is a lot to pay for just the BCs and Breeding Show and then this cover is only where IHSGB is itself proven to be liable. Insurance briefing to be put on the website – “do you know what you have got/what you are covered for?” MA to write.</li> <li>○ Future accountancy costs could rise. However if we were to have the full set of figures published as an Appendix to the Annual Report , only the former would need to be externally inspected and this would keep the examination costs down. The full document and appendix would then be submitted by Bevan Buckland to the Charity Commissions and Companies House as before but we would have an integrated, perhaps more user friendly report to our members. To consider too, at the AGM whether we move to e-communication only for this</li> </ul>



	<p>mailing. DE to liaise with B&amp;B to take forward.</p> <ul style="list-style-type: none"> <li>○ Need to formalise access to advertising and the invoicing there-of: JA and DE. All agreed JA's paper on advertising rates which will now be published.</li> <li>○ DE to finalise this 3 year budget and circulate for Trustee approval.</li> </ul> <p><b>AGM Trustees</b></p> <ul style="list-style-type: none"> <li>● ...from last year.....<i>"The role of Leisure Trustee has remained vacant in recent years and the Trustees agreed to refine/re-brand as the 'movers and shakers/engagement' leader. This portfolio needs defining/fleshing out and a name agreed!"</i> c/f to 'the future' discussions below.....</li> <li>● Nominations received already for Comms. Trustee and Studbook Registrars (one for each)</li> </ul> <p><b>AGM Organisation</b></p> <ul style="list-style-type: none"> <li>● The AGM afternoon to include: summary verbal reports from each Trustee to personalise the year's highlights, to include power point presentations if required. DE to keep Trustees updated with attendee list. DS has confirmed with IP that WiFi is available but HA to bring 'pay as you go' Dongle just in case.</li> <li>● All to meet at 12 noon at the Hall re set up – DS to ascertain when hall is available</li> <li>● IM&amp;T – are we going 'live/live stream'? JA to look into but with an on demand one way/watch only service rather than highly publicised with the accompanying 'danger' that the meeting gets hijacked by a 'media storm'. Ultimately we want to encourage e members to ATTEND the meeting or, at least, appoint a proxy. It is the ability to have F2F discussions at the meeting that brings the benefits. DS to supply projector and lap top – all presentations to be brought on USB. DS to check with Ian Pugh re availability of screen.</li> <li>● Bazaar to run over tea/coffee break and after – and not during the meeting to avoid distractions</li> <li>● Commendations – need to determine 'when' in the agenda and what certification is issued plus this meeting agreed to commission IHSGB glasses for the recipients. FG to research getting 3 glasses engraved c. £20/head, JA to do certificates and to bring the volunteer awards into her report and portfolio.</li> <li>● Discussion about the need to ensure management team etc. are all members of the IHSGB re data protection etc.</li> <li>● Questions from the floor to follow each section. Each section to be tightly managed/time limited – breakout sessions can follow the meeting.</li> <li>● Dave to introduce the Open Forum/Future Proofing discussions using a new member's 5 year journey to buying an Icelandic Horse as a lead in.....all to then contribute. See <b>Future</b> below.</li> <li>● Have we done everything on the 2016 AGM minutes? Yes, nothing o/s but all to check and be able to report if necessary.</li> <li>● For the future: each magazine and comms email to include a rolling IHSGB news focus – highlighting what is happening within the Society/opportunities/must do's etc. JA</li> <li>● DE to liaise with IP/FP to sort Teas &amp; Coffees for the AGM</li> <li>● Who is staying after the AGM/Fi's event etc?</li> </ul>
<p><b>3</b></p>	<p><b>Youth</b></p> <p>KC, having tendered her apologies for this meeting, submitted a comprehensive discussion document that highlighted the issues facing Youth in this country and concluded that there needs to be a strong focus from the main society on direction, access, education and availability to enable Youth to piggy back and flourish on this.</p> <p>From this further discussions on youth are subsumed in the 'Future' agenda below. KC – genuine concerns about being able to field competitors for the WC – YR squad to c/f into next year but maybe some camps across the country with a focus on the lower end of the age group.</p>



	<p>Question (Q) is there any potential for a high profile competition/sponsorship for a YR new to the Icelandic Horse? Or even an adult rider? Answer (A) : No - unfortunately the lack of access to Icelandic horses and the lack of any high profile YR icons probably prevent this at present....also the support network from parents etc. paramount. (Q) How could this be secured?</p> <p>No peer element of YRs in this country to attract new youngsters into the sport or for existing YRs to know that there is a future for them within Britain.</p> <p>No opportunity to pay your money and ride an Icelandic horse in Britain. Insurance prohibitive and there is no access to trainers. (Q.) Should sponsoring a couple of riding school places be part of our vision? (Q.) Are there opportunities to work with an existing or evolving business to do this?          Language key w.r.t. to licences and insurances re. riding school/access to instruction – (Q.) could we pump prime a piece of work to scope out what legally is required – what are the blockers to offering riding school opportunities with Icelandic horses? (Q.) Could we fund an existing rider to AI status/can we pursue Kristina’s piece of work as to what non BHS qualifications can map to /part fulfil BHS qualifications. MA to progress – what is the insurance qualification required and w.r.t. taking money for it too.</p>
4	<p><b>Breeding Team Selection Rules</b></p> <p>EB tabled a proposal setting out suggested Breeding Rules. These do not replace/supersede any existing rules – a new initiative that clarifies the position of the IHSGB to be used as and when required in future. Are these rules or guidelines?</p> <p>Agreed that there needs to be a sanction/caveat that the Breeding Group make the final recommendation to the Board and any decisions can subsequently be appealed to the Board. Any breeding horse for consideration must also be presented at the BC’s. Given that the ability of Britain sending horses forward to the WCs has not, to date, been a frequent occurrence then these rules/guidelines will be kept under review as, hopefully, the number being presented for consideration grows.</p> <p>EB to re-draft and write resolution(s) for the AGM</p>
5	<p><b>Studbook Rules</b></p> <p>FG tabled some proposals to amend the studbook rules which were discussed. One to allow the rules to catch up with current custom and practice in that all stallions used in the UK for breeding should be vet checked (to include vert certs from abroad or those fully assessed with corresponding vet checks in a breeding assessment.). All agreed this phase 1 revision. Phase 2 will be to increase scope to include imported A.I. (although other countries tend to have stricter ‘rules’ than us anyway) - the rules are a moving feast as things change.</p> <p>Also a discussion took place about whether horses in the lower stud book section should be allowed to compete – as a sports horse – representing the UK. All agreed such horses should not represent the UK in breeding shows but given that Sport is showcasing British training and riding then maybe there should not be any such penalty – the impetus to ensure the DNA audit trail is in place is through the escalating studbook fees.</p> <p>FG to re-draft and write resolution(s) for the AGM</p>
6	<p><b>The Icelandic horse as weight carriers</b></p> <p>EB to undertake a quick literature review and all to help compile a position statement to make available to members in case of challenge and for information for presentation at the AGM.</p> <p>Is there a Icelandic specific weigh tape – ie: calibrated to take effect of their higher bone density etc....could we derive one from a mass weigh in and measure? DS to investigate access to horse weigh scales/bridge.</p> <p>JA has sent a message to Sandy Carson (attending Holar University) and acceptable weight on horses; he</p>



	has replied 30% and has said he will research evidence base
7	<p><b>The future</b></p> <p>Again a wide, all embracing discussion took place trying to encapsulate/articulate our vision of what we are/where we are going.....including:</p> <p>JA said that a member was volunteering to help to use her marketing expertise to help take us forward. Sharing her experiences of coming into Icey ownership/perceptions, including -</p> <ul style="list-style-type: none"> <li>• Visibility/Profile of Society – poor – and responsiveness of Area Reps needs to be improved plus buddy system/mentor.</li> <li>• Google rankings need to improve/ Digital improvements</li> <li>• A Breeder &amp; Competition focus rather than happy hacker</li> <li>• Grass root competitions</li> <li>• Member benefits – review</li> <li>• Consider how the free for all FB group might be detracting from our message/converts, parameters of group page....</li> <li>• In touch along the whole horse journey – 5 year lead in to buy her Icelandic horse</li> <li>• Communication</li> </ul> <p>Our volunteer has offered to work with Jem to take forward some of these ideas                  But what is the vision/direction/focus of the Society???. Direction/Access/Education/Availability all key issues. Different modules/arrangements may serve different geographical pockets across the UK. Or - converse view - should there be conformity in structure of access into the Society? Areas maybe have too small a critical mass to be successful – zone the Country? Zone Trustees? How can Area Reps deliver if we don't have a vision of what/where we are? What is a regional rep? What are they there to do....                  Many, many people own Icelandics in the UK but do not see the benefit of membership. But should we want to be all embracing?                  Localised member benefits.... Umbrella organisation v riding club members                  Regional riding 'academies' – say 8 regional clubs.... Can we evolve the clubs organically? Affiliation of the Clubs or all members of the IHSGB? Financial impact of losing existing members in favour of a Club affiliation fee....                  Evolving discussion beginning to favour all individuals to become full members of the IHSGB but a per capita allowance would then go back Regional zones for organisation of academy type access/activities                  Fag packet analysis about what the membership fee currently goes on – FEIF and Insurance costs accounting for c. £8 and £5 per head per annum. Development fund grants and regional grants, which are there to be claimed by members, have not had a good uptake so would this potential evolving regional club model be a better vehicle to get the money back out to members. Should the serious aspiring sports competitor pay a premium/register to part fund the insurance premium? A move to registered rider status but surely this is counter-intuitive as we are then penalising this fraction of the Society.</p> <p><b><u>In summary:</u></b>                  Agreed we are viable but stagnant as a Society; what is <b>our vision for the future?</b>                  Define this, what are our aspirations – as a starter for ten:</p> <ol style="list-style-type: none"> <li><b>1. To improve the members' perception of the worth of the Society for all riders and their ownership of their Society – YOU are the Society</b></li> <li><b>2. A riding academy; offering access to education and support throughout your journey with an Icelandic Horse</b></li> <li><b>3. To be able to field a full Sports Team to the WCs</b></li> <li><b>4. To continue to promote the welfare and purity of the breed</b></li> </ol>



	<p><b>5. To publicise the Icelandic Horse and grow its popularity as a breed</b></p> <p><b>How can we best deliver this</b> – our view is probably around regional based centres/clubs, all members being a member of the Society but with local ownership and budgets to deliver what the local region wants. Area Reps would evolve and be subsumed into a smaller number of regions. Our possible new recruit to then be tasked to undertake a proactive ‘baseline audit’ of what resources – personnel and facilities and willingness to engage - exist across the country with a view to determining if this model would work.</p> <p>So if we know where we want to be (the Vision), we know where we are (the baseline audit) now we just have to flesh out the middle bit of how we get from one to the other and if the proposed regional zone/club model is feasible to help us get there!</p> <p>Key too is the underlying need for structured education &amp; learning across the Society – the badge system/coaching that Kristina is working on could lie alongside this – but a structured ‘basic steps up’ programme focused on the Icelandic Horse and the development of its gaits and rider is also required. A suggestion was made that Kirsty could champion this and get the initiative off the ground which would then tie back into, and complement, Kristina’s work when she was able to revisit her portfolio. KC agreed that, since she was passionate about Education and that Youth would reap the benefits of such work, that she would take this forward with the help and input from the rest of us.</p> <p>At the AGM Dave to introduce – “we are fed up with ‘dopey’ questions as to why should I be a member! “ and use a member’s journey into the world of the Icelandic Horse as an introduction...so here is our vision.... As to a potential way forward...</p> <p>Other discussions – not to lose sight of:</p> <ul style="list-style-type: none"> <li>• Demonstration riders at competition/good and knowledgeable speakers – work up ideas</li> </ul>
8	<p><b>AONB –</b></p> <ul style="list-style-type: none"> <li>• FEIF questionnaire - to be completed by DS and returned by end of October. All to input as required.</li> <li>• Invite to the FEIF conference – who wishes to attend? FG and EB no.</li> </ul>
9	<p><b>DONM -</b></p> <ul style="list-style-type: none"> <li>• AGM 18<sup>th</sup> November 2017</li> </ul>

**Distribution List:** Trustees, Management Team