



Action Notes of Board Meeting

DATE: 05/01/2020 FACE TO FACE TRUSTEE MEETING; VENUE TWEENTOWN, CHEDDAR, 10.00 HRS
START

Attendees: Jem Adams, H Ashford, Ellen Brimble, Thalia Colyer, Debbie Ede, Freija Glansdorp, Peter Heathcote, Becca Hughes, Karen Smith

Apologies: Mike Adams

This meeting: working action notes only, NOT minutes

1 Peter opened the meeting and thanked all for coming. Mike had apologised but is looking at BC venue with the Sports Squad in the Midlands. Approval of the previous Minutes – any o/s will be taken to next telecom.

2

FINANCE (DEBBIE)

YTD (year to date) as expected. Lottery round up; from April to December, 13 active players and £267 received (profit) by IHSGB plus £80.10 paid out in prizes to our members. Bank mandates to grant ‘H’ online read only access and Peter full online access have been completed and will be sent to Lloyds, also another mandate to direct all bank mailing to Office address by renewed mandate has been completed.

3

MEMBERSHIP (‘H’)

Confirmed member numbers comparable to this time last year, 217 current members. Some still paying old sums to old account but monies coming in regularly, if late, so still counted as members. STILL need Paypal membership form – ACTION: Nicola, new members paying by Paypal but without completing a form and Peter to expedite/liase as necessary.

Need to formalise ‘exit interviews’ – ACTION: H to supply annual of lapsed member list at end of October to Peter.

Ellen suggested we again investigate the insurance benefits citing Germany and the insurance membership packages it offers. ACTION: Peter to take forward with Agria, Jem suggested approach Shearwater.

4

YOUTH (BECCA)

Looking at selection criteria for the Youth Cup but emphasized that it is important that any young members put forward are experienced and prepared enough to compete at international level. The selection criteria will also provide goals and training to prepare our youth members for international competition. For example most competitors will compete on borrowed horses and may need to be able to use Icelandic bits and weighted boots and cope with many different horses. Becca suggested the badge system is developed to help with this and applicants TOL results will inform the selection. Becca is writing the selection criteria and is keen to offer a development programme to get young riders to the Youth Cup in the future. It may be that it takes 2 years to equip and develop our young members sufficiently for competition abroad. ACTION: Becca and Jem to develop badge.



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5	<p>EDUCATION (JEM)</p> <p>ACTION: Jem and Becca - young member badges will be going on website as soon as possible. Jem continues to have meetings with English speaking FEIF countries and Silke (FEIF to develop the adult badges).</p> <p>Trainer licensing; Fi would love to be licensed and ACTION: Jem to take forward. No response from James Faulkner – so he will not be licensed by GB. Tim has said thank you but indicated he won't be pursuing, but said he was glad we were aligning our training to other mainstream UK bodies. Jem has also contacted Disa in Ireland – a reply email was received this week. Jem has updated details of current trainers and will update licensed judges etc on the IHSGB website.</p> <p>2020 courses; Education hub – Baddi has confirmed dates in May for Wales, other trainers have said they are happy to come again. ACTION: Jem is progressing venues and dates.</p> <p>GB ranking – Jem is compiling and is now complete. The opt-in cut off date has passed, however some riders who have not opted in for 2019 are remaining on the list as results are included from 2017-18 Results of all FEIF and non FEIF events, including TOL, in the UK, are on the website. Have A Go shows are not included in the rankings as these tend to be run more informally alongside tuition.</p> <p>Website: There is a real need for updates/news/articles etc. to be posted in a timely fashion. Also tasks are outstanding – especially the e-Paypal membership form and the fact that we remain an insecure site w.r.t payments. Can we set out, in black and white, who is/should be responsible for what eg: technical v. content v. legal? ACTION: Peter to discuss way forward with Nicola and update Terms of Reference/responsibilities for website manager with SMART objectives and feedback.</p> <p>Discussed the idea that we could ask TOL entrants if they would be willing to share their videos with the trainee judges for analysis (as well as receiving the accredited judge feedback) – tick box on entry form. All agreed videos would be sent to Fi for her to use in the JT programme. ACTION: Jem to advance</p> <p>Discussed whether our JT programme needs to be accredited with FEIF/Silke so that Fi can get her own CPD trainer credits from actually running it? Believed to be within the remit of the IHSGB as we license the trainers. ACTION: Jem to check and set out what GB accepts as CPD for trainers.</p> <p>For the future: CPD for regional UK judges needs to be developed/formalised especially as we are looking to increase the number qualified - through the JT programme.</p>
6	<p>SPORT</p> <p>In Mike's absence: Jem reported Mike is looking to develop a progressive flow chart to guide competitors as to which class they should enter with their horse.</p> <p>In Icelandic competition: it is the ability of the horse that is key to determining a class entry not the</p>



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	<p>rider ability but it is the horse/rider combination that is judged.</p> <p>See also info under Sports Resources on IHSGB website.</p> <p>This discussion reinforced the need for improved communications on the WHY we are doing things. There is also a need for a Rider Representative/'Agony Aunt' at shows (probably one who is not competing so they have the time) to facilitate discussions where there is scope for debate/misunderstandings/conflict. Maybe there is a need for good riders on inexperienced horses, giving a competition experience to their young horse, being ranked/judged separately, within the same class, from those less experienced riders on their horses – to minimise the fall-out from those keen to be placed/seen to be progressing up through the classes. But this could be over-complicating it, keep Sport simple and let the Have A Go shows be where the red rosettes can be chased.</p> <p>Going back to the flow chart idea, this is a starter for ten that sets out to explain which class a competitor should choose! ACTION: Mike.</p>
<p>7</p>	<p>STUDBOOK (FREIJA)</p> <p>New studbook prices now in place – effective 1st January, and looks like 16 foals were born in 2019 and 26 mares were served in 2019.</p> <p>Ellen/Freiija continue to liaise with BI re passports and changes to their company/organisation.</p> <p>Karen – comms 'spring clean' – she will promote the Free of Charge to members tariff to encourage change of address notifications</p> <p>Karen asked whether the list of serving stallions in GB on the IHSGB website up to date? Ellen –no - but it requires members give Ellen the information and permission to share.</p>
<p>9, 10, 11</p>	<p>CHAIR'S VISION 2020 (PETER)</p> <p>Peter hopes/that -</p> <ul style="list-style-type: none"> • Our 1st regional judges from the 2019 candidates should qualify in autumn of this year, hopefully with presentations made at AGM. • The IHSGB will increase their attendance at FEIF and thanks to the sponsor who has donated £3k to enable this, a specific donation to achieve this representation. With an intention to have a real comms drive/feedback to members about what is being done/discussed/emphasising the business meeting aspect – ie: the reasons why we are engaging and being seen to engage. Members may not fully know what we do or why we do it, it is up to us to ensure they are fully informed– what does FEIF mean to members? Ellen, whilst not attending, will also provide an update to FEIF about the Breeding Team's work over the past year and aims. Our input into FEIF will focus on a 'small country punching above their weight...' • Who and What is the IHSGB? – a time for reflection and consideration - <p style="text-align: center;">We are a regulatory body, a Breed Society, governing body, welfare organisation, issue passports, responsible to/regulated by charities commissions (2) and companies house – who</p>



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are we and why do we exist.? Members sometimes query whether we are a riding club, a Society or do we serve a specific purpose? We are many things – should we be or should we focus on a smaller number of key areas with the limited resources we have at our disposal?

We are also trying to showcase the versatility of our breed.

In essence we are all Icelandic Horse Enthusiasts...this moves us into...

LEISURE (THALIA) AND COMMUNICATIONS (KAREN)

New to the team, Thalia reminded us all about our *raison d'être*, embedded in our Articles of Association,

The Society's objects ("Objects") are specifically restricted to the following:

(1) *To educate the public about the Icelandic horse and its origins, preservation and standards in accordance with the standards of FEIF (The Federation of Icelandic Horse Associations).*

(2) *To improve general standards in the management, use and treatment of horses with particular reference to the special features of the Icelandic horse by the education of breeders, importers, owners, judges, veterinarians, trainers and members of the public.*

Karen – Generally we believe we are doing this/meeting these objectives but it is in communicating what we are doing, and why, that we fall down on. With a full team/complement of Trustees we might now be able to refocus the communications drive for the year. If we are meeting these objectives, the 'stagnant perception' that came out of the survey results two years ago has passed, we are now doing enough but how are we going to improve what we have and communicate what we do? Dispel the urban myths. So why we are doing it, more promotion by the 'areas' themselves participants in any challenge/league/initiative.....

Discussion about digital communication and the number of members that are active participants in Facebook versus those who simply do not engage in digital media, even e-mails. How do we get timely information out and get members to both read and disseminate? As a simple example WHY should members log onto the members part of the website, there is nothing that signposts them as to the WHY?

New member packs need reviewing and expectations managed at the time of joining plus more info given out/clarity about what we do/who we are and what is going on. Links back into role and responsibilities of Area Reps. Plus an 'entry interview' from a Trustee or Area Rep for new members.

Thalia: Looking at the role of the Leisure Trustee itself, she believes the existing TOR for the role requires revision as an over-arching co-coordinator/facilitator, promoting national online initiatives to address the challenge of location, cost, and lack of transport for many members. To encourage members to run their own local events, especially in areas with little activity currently. All to be backed up by web-based resources and some practical help, hand holding and some (small) financial help.

Thalia remarked that she has been in contact with 8 of the 20 Reps – Feedback was received of no clear



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	<p>direction, unclear job role, unclear objectives, accountability, PR, lack of information, need for an induction etc. It was agreed we need a relaunch to clarify what the role entails, improved inclusion and appreciation of the efforts of area reps in working towards the society’s aims. Should they be DBS checked? ACTION: Thalia to lead the re-drafting of the blueprint for an Area/Regional Rep – skill set required, roles and responsibilities (by 14th February).</p> <p>She has also spoken to members who have the experience, skills and/or facilities to offer something to the society. People need to be encouraged to organise local events, comms need to reiterate that it is active members who organise and support initiatives in their area and to address the perception that the IHSGB has a south/sport bias. To compensate for barriers in accessing local events are national online initiatives.</p> <p>ACTION: All to update their terms of reference plus develop/ensure there are job specs for all roles within their teams by 14th February. (Existing documents emailed to all 5th January, please track changes to enable collation).</p> <p>Thalia will review the current leagues and cups available with a view to consolidate/streamline in subsequent years. All initiatives will have a resources page on the website. The entry requirements/’rules’/points system for existing leagues will be clarified for the current year, published and promoted ASAP. In future there may be rolling start dates and different initiatives as Thalia reviews.</p> <p>Thalia will introduce a webinar programme but the Society needs to consider issues around content control, copyright control and IHSGB disclaimers/endorsement of information presented. Suggested webinars should showcase members’ experiences rather than present an IHSGB endorsed point of view. Initial topic ideas include corralling the Icelandic Horse, Import, Natural Environment for the Icelandic, Training on the Trail and How to organise an event – after the event learning points to be included in future leagues.</p>
<p>10</p>	<p>BREEDING TEAM UPDATE (ELLEN):</p> <p>Awaiting confirmation of date for and judges for the Breeding Show. Should be known next week (still looking at end of April/beginning of May). Also young horse assessment and training package initiative details to be finalised. Website launch and a website results page for non WR results if required by owners.</p> <p>Ellen would like to develop a Hall of Fame for Great/Influential British horses. Karen made a plea for such information to feed into the requisite returns for the BSC (British Showing Council) of which we are a member. FEIF provides a lot of information/resources for this – Ellen and Karen to liaise on article content.</p> <p>Ellen requested an OK to purchase two awards for the Breeding Show; agreed to purchase c. 10 for future use – Ellen to get some quotes/proposals and bring back.</p>
<p>22</p>	<p>AOB, DONM AND FORMAT</p>



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AOB; agreed future F2F 's would take place on Saturdays. Aim for end of October but PH to confirm possible dates.

Next AGM confirmed as Callow End (thanks to Fi and Ian Pugh) on 14th November 2020. Draft format will be a late morning bring and buy bazaar/IHSGB craft market/lunch, meeting 13.00 hrs start, evening pub meal.

Next telecon: normally 1st Monday in the month but, for February 19.30hrs. Monday 10th February Meeting closed at 15.50hrs with thanks to our hosts!

Distribution List: Trustees, Management Team

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