

**DATE:** 14<sup>th</sup> November 2020. 13.30-17.30 hrs  
**VENUE:** ZOOM WEBINAR, VIRTUAL  
**PRESENT:** 59 registered, as per attached list, see Appendix A  
**BY PROXY:** 5 proxies received, see Appendix A  
**APOLOGIES:** 9 apologies received, see Appendix A



Peter Heathcote opened the meeting, welcoming everyone and thanking them for joining, online, for the Society's first virtual truly historic AGM, Covid having forced our hand to move to a virtual platform sooner than expected! Peter remarked that, when he was elected, he wanted to focus his attention on 2 areas – the development of a Judge Training Programme and to achieve a closer relationship with FEIF. He then welcomed Gunnar Sturluson, President of FEIF, to the meeting as our key note speaker and special guest.



*The President of FEIF is the head of the Board of Directors and in charge of the office of FEIF. The board of FEIF continuously works on delivering on and developing further the vision, mission and goals of FEIF.*

*Gunnar Sturluson has been involved with Icelandic horses from his childhood, travelling, competing and breeding. He has one daughter, Borghildur born 1998 and she is involved in the horses together with Gunnar. They breed horses and run a training station for horses at their farm in Hrísdalur on Snæfellsnes in West-Iceland. At Hrísdalur they keep and work with around 100 horses on a yearly basis, the stable is for 35 riding horses and 15 foals and they have 6-8 new foals per year. In 2013 Hrísdalur was nominated as one of 10 breeding farms of the year in Iceland.*

*In his daily life, he is Partner at LOGOS legal services based in Reykjavík and practices corporate and commercial law. He tries to ride as much as possible and a few years ago he started competing again after 17 years of rest. His best moments are on horseback at the yellow sand beaches of Snæfellsnes.*

*Gunnar was chairman of Snæfellingur riding club in West Iceland from 2007-2012, as well as a board member and vice chairman of Landssamband Hestamannafélaga (LH) from 2008 to 2012. Gunnar has been member of the FEIF Board since 2011.*

Gunnar, joining us online from his stable in Reykjavik, declared himself delighted to be able to join the IHSGB's AGM and remarked that..... wait for his coffee machine to stop perking in the background! ☺ ..... after the meeting he leaves us to join a riding course – explaining that he was very much involved with horses most of his time. For all his tenure with FEIF he has been accompanied by our own Gundula Sharman as a very able colleague. He noted that the UK has been a FEIF member since 1988 and that the country has seen a steady growth in member and horse numbers as well as an increasing spectrum of activities during that time. He remarked that it was very unfortunate that the 2020 Breeding Show had to be cancelled, due to Covid, but he was hopeful that it would be run again soon.

Gunnar congratulated our 4 new Regional Judges; Jemimah Adams, Mike Adams, Rebecca Hughes and Harriet Vincent and praised this UK initiative and achievement – a first. He also thanked those

who set up, designed and ran the programme. He added that he hoped our 4 new judges would continue their training and go onto become international FEIF judges.

Gunnar explored FEIF's vision with the meeting; bringing together people in their passion for the Icelandic horse, connecting people and focusing on horse welfare, offering a proactive service and a knowledge base. FEIF seeks a continuous improvement of standards in, and the promotion of, the breed. It is an absolute priority to secure the purity of the breed; improving education about the keep and riding of Icelandic horses and, with Gundula, the promotion of an active youth section.

FEIF works continuously on the updating and refining of the rules, regulations and statutes of FEIF – the laws we abide by and the guidelines we work within.

There is a focus on World Fengur (WF) – a uniquely extensive database in the horseworld where ALL Icelandic horses are supposed to be registered – the Icelandic Farmers Association maintains access to the database. It is seen as a very important tool – tracing bloodlines of an individual horse....if that horse cannot be traced back to Iceland then it is not recognised as an Icelandic horse.

*<http://www.worldfengur.com> - WorldFengur is the official FEIF register of the Icelandic horse breed. It was established in year 2000. WorldFengur is an offer by the Icelandic government to create a global register in cooperation with FEIF. The database consists of unique identification of each horse, pedigree information, information on breeders, owners, offspring's records, photos, results on breeding evaluations on the Icelandic stock and results from assessments. The backbone of the database is the unique identification number (FEIF ID-number) of each horse.*

FEIF is active in communications and its website: <https://www.feif.org/> contains comprehensive information.

FEIF works by hosting an AGM and, in year, the Board of 7 people, supported by working committees, meet monthly. The 1<sup>st</sup> virtual meetings have just been completed. A virtual AGM is planned in February 2021 to be, hopefully, followed by a conference in October.

The annual budget is c. 90-150k euros – the majority of which is spent on hosting meetings and preparing for the World Championships - next due to take place in Herning in 2021. At the moment preparations are under way for these WC's – be it a full or online event. For the occasion to be viable there need to be at least 180-190 riding horses and there are an estimated 500 people involved in making the championships happen. Landsmót is the other big event in the FEIF and Icelandic horse calendar, occurring every other year in Iceland – postponed in 2020 due to the pandemic but hoping a full meet will occur in 2022.

This year Iceland has seen more exports of horses than ever before.

FEIF is also working on completing a new WF app for mobiles and on improvements in the database. The disciplines of Sport, Breeding, Youth, Education and Leisure Riding are also active.

Gunnar stressed that the future for FEIF involves the continued focus on welfare - an increasing category of FEIF's work. FEIF is also seeking greater recognition on the international scene, promoting the breed and aiming for stronger unity amongst member associations.

Gunnar concluded his talk by thanking the IHSGB for the invite and wishing us all a successful year.

Peter led the meeting in proposing a vote of thanks to Gunnar who then left the meeting.

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#### 2020-AGM1 MINUTES OF THE ANNUAL GENERAL MEETING 2019

These were accepted as a true record and signed, proposed by PH & seconded by EB and voted through unanimously.

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#### 2020-AGM2 MATTERS ARISING

There were no matters arising not taken under the Agenda.

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#### 2020-AGM3 ANNUAL REPORTS & ACCOUNTS FINANCIAL YEAR ENDED 31/07/2020

With copies previously sent to all members, the Annual Accounts and Trustee reports had been received back from the accountants after Independent Examination in early October and had been discussed and adopted by the Trustees at their meeting on 7<sup>th</sup> October 2020.

Each Trustee took the meeting through their report – highlighting key areas of interest.

**PETER** reported on his 2<sup>nd</sup> year as Chairman, one full of unexpected challenges

He singled out FI Pugh for a special mention and her championship of the Judge Training scheme and how, as Gunnar had explained above, delighted he was on the success of the scheme and the qualification of 4 new Regional Judges for the UK. He also outlined the way forward for the programme and explained how it would become embedded as a rolling educational development course within the Society.

#### **DEBBIE – FINANCE:**

With a brief introduction the meeting switched to a pre-recorded presentation (in case broadband had been on the blink in rural Devon!) which took the audience through the Accounts (previously circulated) aimed at familiarising members with the headline figures and increasing their understanding and awareness of the financial management and scope of the Society. In summary –

- The year had resulted in a surplus of £1,264
- The bottom line of the balance sheet (ie: what the Society is worth) was £36k.

To recap: from the Annual report we saw that:

For 2019/20 our major budget variances are due to restrictions placed on us by Covid. A combination of underspending eg: .....

- only two Education courses were run (6 were planned)
- the Breeding Show was cancelled and
- very few Member grants were issued as planned events were cancelled
- digital issues of Sleipnir during lockdown

And extra income eg: .....

- Donations including contributions from Amazon Smile, proceeds from our Lottery and gift aid again surpassed expectations and
- Income from membership fees was also marginally higher than expected
- Net gains from the Judge Training Programme and Tolt on Line
- Studbook fees and charges are, broadly, as expected. And, whilst the Summer Festival/BCs were postponed the budgetary impact of this is negligible as the show aims to be 'self-funding'.

.....has meant that the Society had some resilience to counter the effects of Covid and the slump in the Global economy. Our investments lost c. 17% of their value: £4,444 but this was partially offset by interest from these same funds of £763.

Our bottom line for 2019/20 is therefore BLACK in colour, a surplus of £1,264. However we deeply regret not having been able to organize, subsidize and hold more physical events for our members this year and hope that 2020/21 and Covid will permit us to redress the balance.

MOVING ON THEN TO THE IHSGB BUDGET 2020 - 2021 INCLUDING IHSGB SUBSCRIPTIONS

The meeting was given a snapshot health check on the Society's current financial and membership position. These were both considered to be 'pretty good' (with the highest number of memberships for the last 11 years (since detailed records were kept). The headlines of the rolling 3 year budgets, previously endorsed by the Trustees at their October meeting, were then shared with the meeting by DE.

The meeting was, briefly, reminded again about the reserves of the Society, what they were and why they were held. It is a balancing act between having investments that bring in revenue streams which can be used for member benefits and 'living within our means', not over-spending but not building up cash balances that are not utilised. Flexibility is key, having the financial security to be able to launch new initiatives for example. The current direction of the Society is to increase the emphasis on member development and education, hence the 3-year programme above where monies would be released from reserves to fund in year schemes.

The meeting noted and understood that it was planned to run a deficit budget for the next three years financial years ie: we plan to spend £10k more than we receive in income to allow us to pump prime new and continue some existing initiatives, using monies generated in previous years, reducing our reserves. Essentially this was making good our intention first announced in 2019/20 but stymied due to Covid.

#### JEM – EDUCATION:

Jem introduced herself and then switched to a pre-recorded presentation, focusing on the education courses organised by the IHSGB. These continue and will ramp up, hopefully – Covid permitting. The courses evolve through member feedback – overwhelmingly positive to date but with some pointers/suggestion for further improvements.

Jem advised that Young Rider badges have now been launched – 4 badges are available – and she was delighted to announce that one young rider had already passed their level 2 badge at only 7 years old. The IHSGB website carries more details. <https://ihs.gb.co.uk/youth/>

Looking to the future - more courses are planned for 2021 and Jem/IHSGB Education is looking to develop the rider badges offering these for both the Youth Rider and Adults. Education is also looking to develop training for individuals to progress to a FEIF level one trainer, offering both training and exams. However these are big undertakings requiring a lot of volunteer time and enthusiasm – Jem stressed that we need members to get involved and we need your help!

**REBECCA – YOUTH:** Becca started her presentation by introducing herself and saying that she had now been involved with Icelandic horses for more than ten years, having ridden and worked in both Iceland and Denmark. She said she had been in post as Youth leader for the IHSGB for c. 18 months and has been caretaking the Leisure role since June 2020.

Much of her IHSGB Youth work has been focused on the Youth Camp and Cup developing the selection criteria for those and looking at ways of developing our young riders to ensure they are at a stage in their riding where they would benefit from participation in these international events. However Covid has prevented much practical progress.

Becca explained that a new category of membership had been introduced this year for our young riders - a real drive to encourage youth participation. New Family memberships also now include a welcome pack specifically for the youth members in the family.

Becca also announced the launch of a new Youth award today! A points matrix specifically developed for youth members – encouraging their year round engagement, acknowledging their achievements and tracking their development. Suggestions for the inclusion of further activities welcome! This matrix would also help inform the selection criteria for Youth Cup and Camp.

**FREIJA & ELLEN - STUDBOOK AND BREEDING:**

Freija took to the floor, introducing herself as a patent attorney and owner of 4 iceys with husband Torben. She explained that she works as the Studbook Registrar for the Society handling all aspects of horse passports and registrations, working and liaising with DEFRA and colleagues in the other FEIF nations and maintaining access to and records within World Fenger.

She took the meeting through the current profile of Icelandics in the UK; 1032 were currently registered but there were foals and imports still in the pipeline, awaiting paperwork. 2020 had had a high number of foals born but Freija said she expects that 2021 will be lower as Covid affecting the serving system. Final foal numbers for 2020 are estimated to be between 15 and 19.

Her workload for the year involved 115 interventions which actually produced and/or amended passports. However that only accounts for a small percentage of her time – most of which is taken up answering questions and providing information. Everyone's attention was drawn to the "How to

guide” on the Society’s website – a comprehensive guidance she has developed covering all aspects of Studbook work. The website also includes templates of the necessary forms and scale of charges. <https://ihsgb.co.uk/breeding-studbook/how-to-guide/>

Freija remarked how the Breeding team assists the role through the maintenance of DNA samples for example and the upkeep of the list available breeding stallions in the UK.

Freija gave a plug for her favourite database ☺ World Fengur – as we heard earlier from Gunnar - an international database for registered Icelandic horses; she describes it as the best thing on the internet! Please note access is **free for IHSGB members** and you are asked to email Freija, [studbook@ihsgb.co.uk](mailto:studbook@ihsgb.co.uk) to enable your access if not already done.

Ellen said Hi and explained she was now in her 2nd term as Breeding Leader – a role that was totally supported by, and reliant on, her breeding team. Ellen remarked that 2020 was a significant year in the FEIF breeding department, as a lot of weighting factors of individual traits for FIZO assessments changed after many years of being stable. The radical changes are evidence based. Essentially, and focusing on the welfare aspect mentioned by Gunnar, there has been a separation of judging factors for those horses that are 4 gaited not 5 - so there is no pressure on those horses that do not naturally pace to show that gait in an assessment. In the UK Ellen remarked that it was a great shame that the breeding assessment had to be cancelled due to Covid. There had been significant UK interest in this planned event especially with the young horse assessment with more foals being born in the UK. She stressed that the event was not just for breeders as there would be much of interest re. advice on conformation advice, welfare and training.

The year also saw another 1<sup>st</sup>, an inaugural foal webinar with a record attendance of 41 people and 17 foals being presented. Disa Reynisdottir was the breeding expert in situ, advising on foal development and assessing pedigree and movement based on submitted video footage. It is now planned to follow these horses as they grow up and also to make an annual event of ‘Meet the Foals’.

Ellen outlined future plans for the IHSGB Breeding team; the young horse education tests previously launched will be developed into proper webinars and will include preparing for a FIZO assessment, a meet the foals and young horses 2021, and, hopefully, a full FIZO assessment.

**MIKE – SPORT:** Mike took the floor as the Sports Leader and, this year, the major theme of his talk was the 2019 World Championships, the IHSGB 2020 Summer Show and into 2021, and Tolt on Line (TOL).

Mike extolled the 2019 World Championships as the best ever for the UK saying we were on the track in every event and hit the medals table with 4 silvers on the pace track – a truly remarkable performance with Great Britain ranking 8<sup>th</sup> in the team results, ahead of the traditional Icelandic devote countries! However Mike sadly announced that Charlotte (Cook) is going to be riding for

Denmark in the future - due to family circumstances and the wish to support her son as a young Danish rider. Mike said that the UK was very sad to lose her, thanked her for her rides and participation in the UK team to date and wished her every success for the future.

Mike then ran through the IHSGBs 2020 Summer Show which had actually been postponed until September but which had, for the first time, been held at a professional equine facility. The space available to us was huge and 4 volunteers built a full size oval track in just 2 hours! For the 1<sup>st</sup> time we used Ictest as a paperless scheduling and results tool – with all communications from Ictest coming in via mobile phones – thus limiting the face to face contact between participants. Mike remarked there was ample room for socially distanced camping and made a point of thanking the catering ladies who ‘did us proud’ - grateful thanks to Sara, Jan and Linnie! The Society also had access to and sole occupation of 24 undercover stables! Mike Stressed that the really important aspect was the fact that a lot of people competed for the very first time and there were a lot of personal bests too in performance – so he congratulated each and every one of them for their participation and courage!

Looking ahead, Mike said they would build on what they learnt this year for 2021 – it was highly probable that Covid would still impact but a decision would need to be made about where the 2021 festival was to be held and when, remembering that next year the show would also be a qualifying event for British team for the World Championships.

The 2021 World Championships are likely to be a huge challenge as Gunnar outlined earlier but, at the moment, Mike said the Sports Team are assuming all will be as normal and they are reviewing the Team Selection Rules now. Please note – if you want to be considered for selection please contact the Sports Group by the end of the year, 31<sup>st</sup> December 2020. A training programme will run from January 2021.

Mike went on to relaunch Tolt on Line (TOL). This is a British initiative but it is so under-utilised particularly in winter and during Covid. Figures tests are now included so there really is something for everyone and it is easy to use. All tests are judged by FEIF international judges with incredible feedback. You can record your test on any level area on grass or oval track.

*Fi Pugh, added a plea during later questions, that submitted tests show the horse and rider visible for the majority of the test! She had received several submissions with less than 25% coverage of the pair which made it very difficult to judge the test as a whole, only being able to comment on the bits she could see.....*

Mike announced a new winter TOL competition - launching around Christmas – with prizes! Watch this space! .

Finally Mike and the Sports Group (Mike, Becca, Andrew and Torben plus Ian) thanked everyone who contributed in any way to sports activities during the year!

**KAREN – COMMUNICATIONS:** Karen Introduced herself and Jem as the Communications team.

Karen outlined how the Society communicates with its members – how do we let members know, how do we increase engagement, did we do more or less during Covid, are we doing enough? She

remarked there had been lots of exposure for the Society this year in the journals, in Isibles and in Gillian Higgins new book/video and blog re anatomy in action. We are also seeing improvements in the IHSGB website now and use of the members FB forum, the website, e-bulletin is growing; a team effort with Ian, Catherine and Nicola all contributing.

Karen remarked that there are lots and lots of communication channels but feedback is always helpful to let us know if we are on the right track! She said that there is no formal communications strategy per se – we run this as pro-active volunteers and not as a business. We cater for leisure, development and sport - be it armchair, virtual and/or physical.

Karen went on to outline the extra support you can give the IHSGB via Smile, Gift Aid and the Lottery. In return we can give you Gait Development Grants and discounts at selected retailers. Check out the website again for details and find out more in Sleipnir autumn edition 153 which charts the activities you can get involved in from webinars and TOL, to coffee shop corner and photo competitions.

**BECCA & KAREN – LEISURE:** This double act then took to the floor, virtually, and shared the Leisure year with the meeting

Karen looked first at 2018 which launched new competitions – widening activities available to leisure members: 2019 then saw first year of entries with good levels of participation.

In 2020 it has proved difficult to assign points for everything all the entrants have done! The spirit of the challenge cup is that you engage with the Icelandic horse and/or Society activities and, with the analogy to a supermarket club card, the more you do the more points you earn! There is a wide array of activities in the points matrix, interpreted flexibly so there is something in it for everyone and points make prizes! Martine Bye was the winner of the 2020 Challenge cup and she will receive a Trophy and an IHSGB embroidered TOP Reiter Rug, congratulations!



Becca then welcomed 107 photo entries to the New Beginnings Competition.

The Distance Award has seen extra categories added due to the restrictions imposed by Covid. Despite Covid the combined mileage of all entrants was 10,975! Philippa Pringle took the overall award with Lu Crawford, Sue Williams and Fiona Tyson heading up the other classes.

Congratulations go to all entrants and winners – Becca and Karen said they would be in touch to distribute prizes and rosettes and reminded us all that the competition now resumes for 2021 and that attendance at the AGM today gives you points!



Missing this year was a virtual ride and a physical ride – both are being looked at and developed and thanks to Maria Freestone for her initial scoping. However Covid took over, hopefully 2021 will allow us to progress these ideas.

Karen and Becca urged those of us that haven't joined in in any of these activities yet to please consider it and for everyone to also send in suggestions for other initiatives!

Coming to the end of these presentations Peter Heathcote then proposed votes of thanks to Thalia Colyer for her work as a Trustee in 2020 and to Nicola Guenigault for her time spent as webmaster. Seconded by Ellen Brimble these votes received unanimous support.

Further unanimous votes of thanks followed, again proposed by Peter and seconded by Ellen, to Ian Pugh for facilitating the AGM and his work to date as webmaster and to Fi Pugh for her outstanding contribution to the Judge Training Programme. He went on to propose votes of thanks, unanimously endorsed, to both 'H' Ashford, our Membership Secretary and Philippa Pringle for her work with the Board and also to Catherine Holland, the Society's Sleipnir Editor.

There were no questions to the Trustees on their reports and the meeting was asked to adopt the accounts and annual report. Proposed by PH and & seconded by EB the meeting unanimously adopted the 2019/20 final accounts and Annual Report. The option for the Trustees to either re-appoint Bevan and Buckland as Independent Examiners to the Accounts or to consider alternative providers was also endorsed for 2020/21 proposed by PH, seconded by EB and voted through unanimously.

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#### 2020-AGM4 TRUSTEE APPOINTMENTS

The following Trustees stood down at the AGM:

- Freija Glansdorp (Studbook)
- Jemimah Adams (Education)

The Leisure portfolio has been vacated by Thalia Colyer in year. With 3 posts available for election the Society fulfilled its' obligations in its' Articles of Association re. Trustee rotations.

Nominations had been invited by 30<sup>th</sup> October (closing date) for the 3 posts. Resultant nominations had been shared with the membership on 31<sup>st</sup> October ie: 14 days before this meeting. Unfortunately there were no nominations for, or expressions of interest in, the vacant Leisure post. The Trustees advised that they will discuss, as a matter of some urgency, how best the important Leisure portfolio can be covered now and into the future.

The following resolutions were therefore proposed:

- THAT the meeting elects a Member to the role of Studbook Registrar
- THAT the meeting elects a Member as Education Trustee

Nominations had been received for: Freija Glansdorp as Studbook Registrar and Jemimah Adams as Education Trustee.

Given these two posts were uncontested a resolution was proposed by the Chair and seconded by Ellen Brimble that the meeting re-elects Freija Glansdorp to the role of Studbook Registrar. Another resolution, again proposed by Peter Heathcote and seconded by Ellen was that Jemimah Adams was re-elected to her role as Education Trustee. These were supported unanimously by all present at the meeting.



2020-AGM5

*Torben Rees is an IHSGB and Sport Group team member and the creator of the TöltSense horse and rider training system. Torben and his wife Freija have had Icelandic horses for about 11 years and are both keen sport riders. Professionally, Torben works as a software and systems developer for an intellectual property law firm where he builds bespoke applications for that industry. Before entering IT Torben was a postdoctoral researcher in History and Philosophy of Science at Cambridge University. Inspired by academic research into lameness evaluation and gait discrimination in horses Torben saw an opportunity to build a rider-focussed training aid using wireless sensor technology. TöltSense has been in development for over three years and has been hailed by some as a potential game changer for rider education and horse training. Please visit [www.toltsense.com](http://www.toltsense.com) for more information about the system.*

The meeting was delighted to welcome Torben back again and to hear how he had progressed over the past year. With a few testers including wife Freija and tolt buddy friend, Alex, feedback was positive! Torben described TöltSense as “A trainer in your pocket” in that it helps you understand what your horse is doing at all times. He explained that he was ready to expand the testing team as the now, near final, prototype is going into production. If anyone is interested please contact Torben.

The meeting had a few questions for Torben and then thanked him for a very interesting and informative presentation.

2020-AGM6 OPEN FORUM – THE FUTURE

Peter invited questions from the floor – with Ian promoting the speaker to Panellist status so that they could be heard by the rest of the meeting and explaining how people could ask questions by raising their hand with subsequent promotion.

Fi Pugh, as mentioned above, shared her plea for those that do TOL to please, please check their videos before submission as you need to be visible for more than 25% of the time. She remarked that TOL was a really great thing to do, being such a good way to get training tips no matter what stage you are at. However the judge needs to be able to see the whole test rather than just a part of it! So do check that conditions are good when recording and try to match your horse to the background if at all possible ie: a black horse against a dark background is not going to be easy to

see. Discussions elicited that a dark horse the horse wearing white brushing boots, for example, would help and vice versa – dark boots on white horse. However do check boot weights are within permitted limits - or use paint - or even mud for a white horse!

Member Gundula Sharman then shared a thank you to all the Board and Management Team for their work in year, saying how nice it was to see how active the IHSGB currently is. As the Youth Leader for FEIF Gundula also encouraged any of our young riders to consider participating in the FEIF agenda – she said that, last year, FEIF started to have young people (aged between 20 and 26) on their committees. Each postholder stands down automatically after 2 years. There were 3 positions in leisure, education and youth work and Gundula encouraged applications: email Gundula at <mailto:youth@feif.org>

There were no other questions.

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#### 2020-AGM7 AOB AND DONM

The date of 13th November 2021 was agreed for the next AGM and, it was hoped, that the 2020 plan to visit Callow End (with Fi and Ian Pugh hosting the Society in their local Village Hall) could be re-instated.

Peter thanked everyone for attending and concluded that it had been a very busy but, ultimately, successful year and a successful meeting. He felt honoured that Gunnar, as FEIF President, had joined us. Delegates would be asked to complete a feedback survey, not on the content of the meeting itself but on the accessibility of the technology and format – so that we could use this 1<sup>st</sup> meeting as a learning platform for the future.

There being no further questions from the floor, the meeting closed at 16.00 hrs.

*Prepared by: D Ede*

*Version Final Draft 10-12-2020*

## APPENDIX A

**IHSGB LTD****ATTENDEES/APOLOGIES/PROXIES**

Name	Surname (represented by initials in the minutes)	REGISTERED TO ATTEN	Apologies	Proxy?	Proxy awarded to
MIKE	ADAMS	1			
JEM	ADAMS	1			
JACKIE	ALEXANDER	1			
HILARY	ASHFORD	1			
JENNY	Blakey	1			
ELLEN	BRIMBLE	1			
NADENE	BUTLER	1			
MARTINE	BYE	1			
KIRSTY	CARSON	1			
SAMANTHA	CLARKE	1			
THALIA	COLYER	1			
IMOGEN	COOPER	1			
LU	CRAWFORD	1			
ISSY	DAY	1			
LIBBY	DAY	1			
LAUREN	DOUGHTON	1			
JEAN	EADES	1			
DEBBIE	EDE	1			
SARA	EDWARDS	1			
CHRISIE	EDWARDS	1			
GEOFF	FOX	1			
RONA	FRAME	1			
BETHANY	FREAR	1			
MARIA	FREESTONE	1			
LINNIE	FRITH	1			
FREIJA	GLANSDORP	1			
WAYNE	HANLON	1			
PETER	HEATHCOTE	1			
JANINA	HETZ	1			
CATHERINE	HOLLAND	1			
REBECCA	HUGHES	1			
CATRIONA	JEFFERY	1			
LIZ	KRAFT	1			

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<b>IHSGB LTD</b>						
<b>ATTENDEES/APOLOGIES/PROXIES</b>						
Name	Surname (represented by initials in the minutes)	REGISTERED TO ATTEN	Apologies	Proxy?	Proxy awarded to	
JANE	MARFLEET	1				
NEIL	MARFLEET	1				
KAREN	MILNE	1				
ANDREW	NICKALLS	1				
JAN	Payne	1				
DIANE	PHILIPPS	1				
ANGIE	PIDSLEY	1				
BRIAN	PIDSLEY	1				
PHILIPPA	PRINGLE	1				
FIONA	PUGH	1				
IAN	PUGH	1				
TORBEN	REES	1				
LINDA	RIVAD	1				
MIC	RUSHEN	1				
DAVID	SAVAGE	1				
ANN	SAVAGE	1				
GUNDULA	SHARMAN	1				
KAREN	SMITH	1				
REBEKAH	SPOWAGE	1				
GUNNAR	STURLUSON	1				
GILL	TURTON	1				
FIONA	TYSON	1				
HARRIET	VINCENT	1				
ANNA	WHITOME	1				
NINA	WIETEK	1				
KATHRYN	WOGAN	1				
KAREN	ASHLEY		1			
ANN	BAILLIE		1			
TRISH	BARBER		1			
ALISON	BURTON		1	1		MIC RUSHEN
PHIL	BUTLER		1	1		Nadene Butler
HARRIET	BYE		1	1		MARTINE BYE
CHARLIE	DAY		1			
JIM	MITCHELL		1	1		DEBBIE EDE
MOIRA	WEDEL		1	1		DEBBIE EDE
		59	9	5		5

FINAL DRAFT