

**NFHR BOARD OF DIRECTORS FACE TO FACE MEETING Minutes**  
**Berthoud, CO**  
**Saturday, February 3, 8 AM-5PM and Sunday, February 4, 2024, 8 AM-12PM**

**CALL MEETING TO ORDER:**

**ROLL CALL: 8:15 Mtn time**

Kelsey Sayers (President, via zoom), Jessica Reuterskiold (Vice President), Cherrie Nolden (Secretary), Holly Durst (Treasurer), Cynthia Madden, Beth German, Lisa Otten, Jim Raab, Jeanne Poirier (Registrar)

**RATIFY MOTIONS APPROVED BY EMAIL/BOD Working Sessions:**

(see Attachment 1 below)

Jessica moved to ratify all motions in the summary of approved motions. Cynthia seconded. Beth abstained on first motion. Ayes 6. 1 Nay. Motion passed.

**WELCOME AND OPENING REMARKS:**

- Jeanne's opening
- Meeting operation and expected Director conduct:
  - Directors may only speak when acknowledged by the President or meeting chair.
  - When a director has the floor to speak, they have 2 minutes to present their topic
  - Directors who interrupt after receiving one warning will be sent to the Zoom waiting room or removed from the meeting room for a minimum of 10 minutes.
  - Directors who interrupt again will be dismissed from the meeting.
  - Discussion after voting has started is not allowed.
  - Directors who ignore the operating rules regarding discussions will receive a warning, and if they repeat the offense, they will be placed on timeout from the Board without email access for a minimum of 1 week.

**INTRODUCTIONS: 8:20-8:56 am**

**DISCUSSION TOPICS: 8:57 am**

- By-Laws and Rules of Registration Review
  - Work plan for remaining proposed rule changes from 2022 and 2023
    - 2022
      - Proposed Rules of Registration Change discussion: Article IX, "Castration of a Stallion or Colt" to "Change In Reproductive Status" with additional statements (Cherrie's proposal, Attachment 2 below)
        - Cherrie moved that the NFHR create a policy that states: **Fjord owners may report a health or genetic condition to the Registrar, which shall be recorded in the notes section of the online pedigree database, and those notes shall be released by the Registrar upon request. Lisa seconded. Unanimously approved.**
      - Jeanne's suggested changes for geldings
        - Transfer of Ownership. Attachment 3 below. **Jim moved to approve the proposed ROR change for Article 5, to add a Section D. stating: All ownership history must be recorded, however, in the event there is a gap in ownership for geldings, the Registrar reserves the right, through other means of proving ownership for the gap, to record only ownership where proof is provided. Jessica seconded. Approved unanimously.**
        - Frozen semen ownership (Jeanne, 2022 agenda item)
          - Transfer of ownership for frozen semen form. Attachment 4. **Beth moved to accept the form with the 2 changes. Cynthia seconded. Approved unanimously.**
          - Breeder's committee will write an article for the Fjord Herald on the new form.
- Financials 10:03 am
  - Session with bookkeeper 10 AM, Marjie Griek, (John does the taxes) Attachment 5
    - Refresher course on how to read the financial statements (profit/loss, balance sheet, budget vs actuals)
    - Discuss decision to switch to accrual from a cash basis. Who notifies the IRS of the change and does this impact previous financial years (IRS 990) and do they need to be updated and refilled?
    - Align on the financial reports that the Treasurer is to provide from QuickBooks to the BOD prior to the BOD meetings and the timing (example 1 week)
  - Fundraising/Financial Plan for 2024 and next 5 years
- Jeanne's job and expectations 2024

- **Beth moved that Jeanne have set office hours of 20 to 25 hours per week for doing her Registrar jobs and will not be expected to answer phone, email or work outside of those hours. Office hours are Monday through Friday, 9 am to 1 pm MST, and shall be posted on the website. The board will notify the membership of this in the Fjord Herald, on the membership portal, and on the NFHR website. Membership will be advised that contact with the Registrar must be through NFHR email address, phone number, or mailing address. The Registrar is free to set an auto-reply if she is not available at a particular time. Seconded by Cynthia. Unanimously passed.**

Lunch 12:20 to 1:20

- Jeanne's job and expectation 2024, continued
  - **Beth moved that the NFHR allocate to the Registrar up to \$1000.00 to buy a new computer and monitor. Cynthia seconded. Unanimously approved. Jeanne will advise the Board of her selection so the Board may vote on approving the purchase, Jeanne will let the Board know if the amount allocated is not sufficient to purchase both a computer and monitor so the Board can decide how to proceed.**
- Fjord Horse International (FjHI) motion clarification and discussion (Jessica, Jeanne, Cherrie)
  - Cherrie explained that member countries have been asked to provide electronic copies of their magazines to be available for members of other countries' registries/organizations to view as PDFs that can be translated. They will be posted on the portal for members to view. Access to view the electronic copies will be provided only to members of the NFHR or other FjHI member organizations. We can provide a link to a non-published site on the NFHR website, accessed through the Pedigree portal, with links to the foreign magazine PDFs for our members.
- Herald Discussion (Jessica & Cherrie)
  - Plan for 2024 & Recommendations
    - **Jessica moved that the Fjord Herald ceases providing free ads for non-profits and instead offers them 50% off of standard rates for their ad choice. Lisa seconded. Unanimously approved.**
    - **Beth moved to hire the professional services from Angela Lease to preaddress each Herald to be mailed, stuff and seal the envelopes, and deliver to the post office, at a fee of \$75 per campaign, summing to \$300 per year (4 issues). Holly seconded. Unanimously approved.**
  - Cherrie discussed the requests for improvements for management of the Fjord Herald

#### NFHR PERSONNEL DISCUSSION (Executive Committee session) 3:00 pm

##### Discussion topics continued 3:45 pm

- Communication
  - BOD Email Communication Guideline (Jessica) [Attachment 6](#)
  - **Jessica moved to adopt this policy with the changes discussed and noted in revised [Attachment 6](#). Beth seconded. Unanimously approved.**
    - ID board designee for responding to each member inquiry, depending on subject.
    - Maintain communication log for records and to assure all have been responded to.
    - Proposal: set up email for inquiries with an automated response advising of receipt and time frame for substantive response.
  - Establish Communication Committee or have focus as part of Membership Committee: goal is to focus on prioritizing communication to the membership
- Membership
  - Membership Townhalls
    - Topics- membership driven or specific topic
      - Candidate townhall
      - Bylaw and Rules of Registration proposals (Board presentation)
      - Understanding of BOD operations
      - Understanding of Finances
      - Topic by a regional club
    - Frequency- quarterly
      - Target 2 meetings for 2024
  - Social media presence and usage 4:32 pm
    - **Beth moved to remove NFHR Membership Forum Facebook group. Cynthia seconded. Unanimously passed.**
      - **Jessica will post an announcement: The BOD has decided to close this group in 30 days' time. This Forum has been paused. We invite you look for announcements in the NFHR Facebook Group or NFHR Facebook Page.**
    - Use the NFHR Facebook Page for announcement purposes only
    - Utilize current NFHR Facebook Group for approved posts

- **Jessica moved that we ask Dea White to make an advertising reel for use on Facebook or Instagram, to be reviewed by the BOD before posting. Beth seconded. Unanimously approved.**
- Membership portal
  - Utilize for direct membership communications. Members need a way to be notified that there is a new message.
  - Jeanne will update about how the portal phase one is going.
  - Links to PDFs of foreign registry magazines will be available inside the membership portal
- Board meetings
  - **Cynthia moved to remove membership viewing of board meetings. Jim seconded. Unanimously approved.**
  - **Beth moved to issue a communication to the membership via the website and portal that members will no longer be able to view the board meetings, but the board will have townhall meeting and members are encouraged to direct their questions, comments or concerns to the Board during those meetings and by email to the NFHR BOD email addresses. Jim seconded. Unanimously approved.**
- Refresh NFHR website
  - Move NFHR mission and vision statements to top Home page
    - The Registrar can make this change
  - Post BOD 2024 goals to top Home page
  - Proposal by Holly Durst to allow members to advertise horses for sale on website for a fee.
    - NFHR can't sell anything
    - Has to be hard coded, and changed by hand by Jeanne
  - Membership survey results
  - Have Announcement section of website (subpage?)
    - Can maintain historical announcements and not clog up home page
  - Move the button to donate up
- Discuss membership survey feedback – Cherrie presented
- Meet again tomorrow morning at 8:30 am instead of 8 am
- Board adjourned at 5:50 pm

Re start business at 8:30 am

- Kelsey Sayers (President, via zoom), Cherrie Nolden (Secretary), Holly Durst (Treasurer), Cynthia Madden, Beth German, Lisa Otten, Jim Raabe, Jeanne Poirier (Registrar)
- BOD Policies to Address
  - Updates to Social Media Policy
    - See Dec 6, 2023 minutes
    - Member attendance at board meetings
  - NFHR Meeting Operation Conduct
- 2024 BOD Goals
  - **Beth moved that the Board pursue two overarching goals for 2024: 1) Maintain sustainability and foster growth of the NFHR, and 2) Encourage representation of Fjords at expos, fairs, horse events around the country. Jim Seconded. Unanimously approved.**
- NFHR logo renewal
  - Tabled this topic for more research on current costs. Kelsey will pursue, and Beth will assist
- 2025 Face to Face meeting
  - **Lisa moved that the NFHR host the 2025 F2F the weekend of Jan 25-26 in Longmont CO, with the Membership Meeting on Jan 26 at noon, virtually and in person. Jim seconded. Unanimously approved.**

#### CONFIRM COMMITTEES AND GOALS:

- **Awards Committee – Jim Raabe**
  - **Objective:** To maintain a record of awards for the awards coordinator and increase outreach to future shows and event for award participation.
  - **Goals:**
    - Awards Program assessment and alignment among other committees
- **Breeders Committee – Cherrie Nolden**
  - **Objective:** Support, educate, and encourage Fjord horse breeders.

- **Goals:**
  - Article on Notes section of the Pedigree website for Fjord buyers and caring breeders/owners
  - COI chart of changes over time
  - Article on Lisa's embryo transfer, written by Lisa
  - AI, information on what needs to be considered for doing AI, differences from other breed mares.
  - Color genetics
  - Fjord fertility issues - FjHI
- **Bylaws & Rules of Registration and Transfer (Rules) Review Committee – Kelsey Sayers**
  - **Objective:** To review the NFHR Bylaws and propose changes to the NFHR membership for approval.
  - **Goals:**
    - Proposed by law change: must be a member for a year before voting.
    - Proposed by law change: membership privileges expire Jan 1st
    - Propose by law change to remove requirement to publish board meeting minutes in the Herald.
    - Propose a bylaw change to clarify if a Board member who qualified at time of application to remain on the Board if their Fjord dies or is sold
- **Education Committee – Cherrie Nolden**
  - **Objective:** To develop and provide educational materials to the NFHR members and the public.
  - **Goals:**
    - Finish the membership survey, with a summary for the Herald and the full analysis for the NFHR website
    - Write more educational articles
    - Fjord Horse breeding and forage-based management podcast
    - Fjord Horse pasture walk
- **Elections Committee – Kelsey Sayers**
  - **Objective:** Solicit and accept nominees for the board of directors, act as the point of contact for the person or company receiving, counting, and certifying the election.
  - **Goals:**
    - Electronic ballots, with some printed to those without emails
- **Evaluation Committee – Beth German**
  - **Objective:** Ongoing oversight of the NFHR Evaluation Program. Assist in finding evaluation hosts and locations.
  - **Goals:**
    - Explore 2025 potential sites
    - Refine the new Evaluation Program, based on information from the pilot evaluation last summer. Clarify the scoring sheet
    - Ensure time for education of scoring of presented horses at any evaluation
    - Identify ways to find more potential evaluators
    - Explore possible 2024 evaluation
- **Executive Committee – Kelsey Sayers**
  - **Objective:** Assist and make recommendations to the Board of Directors in the management of the NFHR
  - **Goals:**
    - Finances
- **Finance Committee – Holly Durst**
  - **Objective:** To provide the interim and annual financial reports to the Board of Directors. To monitor monthly revenue and expenses and provide an annual accounting review.
  - **Goals:**
    - Need a budget from each of the other committees to work up a budget for the organization
    - Work with the Accountant, Registrar and Cynthia to put a budget together and forecasting with funding generation
- **Herald Committee—discussed on Saturday, Jessica Reuterskiold not present on Sunday**
  - **Objective:** Assist the Fjord Herald Editor to obtain, solicit, and generate content for the Fjord Herald Issues to include advertising, articles, and photos.
  - **Goals:**
    - Each issue will contain at least one article from a NFHR Committee
      - Ideally more than one committee will contribute per issue to ensure there is a variety of committee contributions.
    - The content will be contributed from the membership and/or NFHR contractors and/or NFHR employees.
    - Maintain Standard Operating Procedure
      - Capture steps to support submission to final layout
- **Fjord Horse International Liaison – Cherrie Nolden**

- **Objective:** To represent the NFHR at the meetings of the international breed registries through Fjord Horse International, endeavor to ameliorate obstacles to open communication, and to share the information learned, international activities and opportunities for the NFHR.
- **Goals:**
  - Share the PDFs of the magazines of foreign country registries to members on the member side of the Pedigree portal
  - Help develop the topics for educational seminars coordinated by FjHI
  - Help produce the Evaluator training webinars hosted by FjHI
  - Help produce the 2024 Digital International Fjord Horse Show
  - Attend all meetings to facilitate communication and cooperation
- **Membership Committee – Jim Raabe**
  - **Objectives:** To support membership current and future, and liaise between membership and the Board.
  - **Goals:**
    - Work with Promotions Committee to increase members, register more horses.
    - Discuss life memberships
- **Promotion Committee – Cynthia Madden**
  - **Objectives:** External promotion of the Norwegian Fjord Horse.
  - **Goals:**
    - 1. Recruit committee members to participate on this committee to plan internal and external actions that can be encouraged to promote the breed to new audiences.
      - Breeders Committee - self-interested group to increase the market for their horses
      - Membership & Award Committees to help plan how to increase the exposure of Fjords through participation in public activities introducing the Fjord to new audiences. (financial support, brochures, giveaway items to kids, etc)
      - Recruit from the general membership those who may be interested in this committee.
    - 2. Develop a more effective program to support members who participate in events such as horse airs, horse shows, etc, to actively promote the breed (promotional materials, financial aid for horse fairs(?), etc. (use some of the stuff Jeanne has stored?))
    - 3. Develop an advertising campaign by selecting relevant publications to increase the exposure of Fjords as well as encouraging the articles and public in these publications to perform across the full range of equine disciplines.
    - 4. Reward those who get good exposure in horse publications such as the recent USDF article)
    - 5. Develop a budget and fundraising plan. The NFHR 2024 budget will probably not have the additional funds this effort may require. Financing the final proposal will have to include ideas to source the final plan. However, I feel the effort is imperative to sustain the NFHR.
    - 6. Work with the Membership Committee to create a "Member of the Year Award" For representing the NFHR and the Norwegian Fjord Horse, enhancing the image, goals, and purpose of the NFHR."

**Beth moved that all transactions with the NFHR remain the same price as now if a member pays by check or cash. If anyone pays by PayPal or credit card, a 4% transaction fee will be added. This goes into effect on April 1, 2024. Cynthia seconded. Unanimously approved.**

**Cynthia moved that the NFHR stop selling the Life Memberships as of April 1, 2024. Holly seconded. 3 ayes, 4 nays. Motion fails.**

**Kelsey will talk with Ashley Ralph about the use of the donation that was written as a donation to the Membership Committee.**

**Rack cards** – Jeanne has a bunch of them. Ask for them for taking to promotional events.

**Projected Budget development** – Committees get budgets to Holly by March 1, and Holly will put together a budget by April 1.

**Calendar** – Lisa Otten

- Herald submission deadlines and themes
- Mailing deadline for the Feb 1st and Oct 1st NFHR mailings
- Deadline to communicate the annual membership meeting date
- BoD meeting dates
- Date Treasury will provide financial reports to the BoD prior to the meeting
- Town Hall dates -
- Bylaw and Rules & Registration review/discussion
- Election Candidates
- Footnote 2025 Meeting date
- Committee meeting dates if known

## **2024 BOD MEETING SCHEDULE:**

- Include Working meeting sessions (if applicable). Will talk with Margie for coordination.

## MEETING ADJOURNED

- Motion: Beth moved to adjourn the meeting
- Second: Lisa
- Time: 12:09 PM

### Attachment 1

#### Motions to be ratified 2/3/2024

- 10/30/23: Cynthia moved to suspend Margaret Bogie from the NFHR Board of Director, NFHR committees, and all board activities until further notice. She has violated our code of ethics & standards of conduct for board members and the NFHR social media policy. Bonnie seconded.

Lisa moved to amend Cynthia Madden's motion to suspend Margaret Bogie and to include Bonnie Morris and Kelsey Sayers on the same grounds. In addition, they are not following the 6/21 BOD directive to restore all members to the Facebook NFHR Membership Forum page. Margaret seconded. 4 Nays. Amendment fails.

Margaret moved to amend the original motion to state that the Board will follow the process for handling any disciplinary action per the process outlined in the Bylaws, prior to any action taken against a member. Lisa seconded.

Jim moved to amend the amendment on the motion to temporarily suspend Margaret Bogie from the NFHR BOD, NFHR Committees and all other Board activities for a minimum of 30 days, with return contingent upon Margaret's completion to Board satisfaction of reconciliatory actions, including

- 1) apologizing in a written statement sent by certified mail to the BOD, for breaking NFHR Bylaws, policies and procedures, specifically addressing each of the 7 listed 'summary of issues and topics' provided to Margaret by Eric Watness via certified mail on 4/27/2023, and
- 2) agreeing in writing via certified mail to the BOD to:
  - a) ceasing breaking of NFHR Bylaws and policies,
  - b) ceasing legal threats against the NFHR,
  - c) ceasing solicitation of NFHR members to send harassing complaints to the BOD,
  - d) ceasing defamation of the NFHR, its BOD, employees and members via social media and other communications,
  - e) treating all NFHR members and employees in a respectful manner at all times, and
  - f) agreeing, upon return, to work as a supportive team member with other board members to create solutions and positive actions if Margaret has an issue with any action in consideration or taken by the majority of the BOD.

The suspension shall remain in effect until the reconciliatory actions are completed to the Board's satisfaction and shall end as soon as those actions are accepted by the Board. The BOD initiated this action in April 2023 and will follow our Bylaws, the Statutes of Vermont and Robert's Rules in this matter, and will continue to be fair and reasonable and will carry out this process and the business of the NFHR in good faith. Bonnie seconded. 11/14/23 6 ayes. Motion to amend the amendment passes.

- 11/15/23 Jim moved to substitute this motion below for Cynthia's 10/30/23 motion:

I move to temporarily suspend Margaret Bogie from the NFHR BOD, NFHR Committees and all other Board activities for a minimum of 30 days, with return contingent upon Margaret's completion to Board satisfaction of reconciliatory actions, including

- 1) apologizing in a written statement sent by certified mail to the BOD, for breaking NFHR Bylaws, policies and procedures, specifically addressing each of the 7 listed 'summary of issues and topics' provided to Margaret by Eric Watness via certified mail on 4/27/2023, and
- 2) agreeing in writing via certified mail to the BOD to:
  - a) ceasing breaking of NFHR Bylaws and policies,

- b) ceasing legal threats against the NFHR,
- c) ceasing solicitation of NFHR members to send harassing complaints to the BOD,
- d) ceasing defamation of the NFHR, its BOD, employees and members via social media and other communications,
- e) treating all NFHR members and employees in a respectful manner at all times, and
- f) agreeing, upon return, to work as a supportive team member with other board members to create solutions and positive actions if Margaret has an issue with any action in consideration or taken by the majority of the BOD.

The suspension shall remain in effect until the reconciliatory actions are completed to the Board's satisfaction and shall end as soon as those actions are accepted by the Board. The BOD initiated this action in April 2023 and will follow our Bylaws, the Statutes of Vermont and Robert's Rules in this matter, and will continue to be fair and reasonable and will carry out this process and the business of the NFHR in good faith.

Bonnie seconded. 6 ayes, motion passes.

- 12/14/23 The executive committee moves for the board to approve this statement to the membership to be put out as an announcement immediately.

To: NFHR Membership

The NFHR Board of Directors announces the suspension of Margaret Bogie from the Board of Directors, any NFHR Committees, and all other Board activities for a minimum of 30 days, with return contingent upon Mrs. Bogie's completion to Board satisfaction of reconciliatory actions included in amendments approved by the Board of Directors. No further statements will be issued by the Board of Directors to respect Mrs. Bogie's privacy and to reduce undue speculation. The Board of Directors desires to provide an atmosphere conducive to reconciliation and healing so that your NFHR Board of Directors is fully functional and acting in the best interests our organization, effective November 14, 2023. Jim seconded. 6 ayes. Motion passed.

- 12/6/23 Cynthia moved to reject paying the videographer invoice and pull out of the VHIB grant. Bonnie seconded. 6 ayes, 0 nays. Motion Passed.
- 12/19/23 Jim moved to approve the 12/6/23 NFHR Working Minutes. Cherrie seconded. 7 ayes. Motion passed.
- 12/31/23 Cherrie moved to add a policy that reduces the registration fee by \$10 per horse, effective Jan 1, 2024, for Fjords that are microchipped before being submitted for registration, if the owner submits proof of microchipping before the registration process is completed. Cynthia seconded. 7 ayes. Motion passed.
- 1/2/24 Cherrie moved to rescind the 2022 motion that made microchipping a mandate, but that has not been enacted. Jim seconded. 6 ayes, 1 abstain. Motion passed.
- 1/8/24 Kelsey moved to purchase 2,000 front adhesive stickers from the company sticker mule immediately to be included in renewal letters. The funds for the purchase are to come out of the membership committee. Seconded by Cherrie. 8 ayes. Motion passed.
- 1/21/24 Jessica moved to approve the following messaging to be distributed to the membership via the membership portal and NFHR Facebook Group only. :

**2024 Annual Membership Meeting Apology**

The NFHR Board of Directors (BOD) would like to thank the members who attended the annual membership meeting via Zoom on January 17. We understand there were some issues with admittance to the meeting for some members. It is important to understand that to attend NFHR member-related on-line meetings, your identity must be able to be confirmed by the Registrar. A first and last name are the minimum requirement to confirm your identity. The meeting agenda did contain the requirements for joining the meeting:

*All members must be current and identifiable by their Zoom alias.  
You will not be allowed in the meeting if we cannot verify who you are.*

We also understand not everyone has renewed their memberships for 2024. Per the renewal letters that were sent out in the later part of 2023, renewals were due by December 31. However, the by-laws currently allow for a grace period until February 1. From the by-laws **Article IV. Membership Section C.5: Membership rights are suspended automatically for any members**

*whose dues have not been paid by February 1st of the calendar year.* For this oversight by the Registrar and BOD, we offer our sincerest apologies to those members who were denied admittance to the membership meeting. Cherrie seconded. 7 ayes. Motion passed.

- 1/25/24 Jessica moved that the NFHR renew their breed discipline partnership with the American Driving Society. Cherrie seconded. 7 ayes. Motion passed.

## Attachment 2

### Article IX – ~~Castration of a stallion or colt~~ Change of Reproductive Status

A.

B. The Norwegian Fjord Horse Registry allows a breeder or owner of a mare, **during time of ownership**, to restrict the production of registrable offspring by filing a Change of Status report, which will change the registration number from XX-XXXX-M to XX-XXXX-MG. **A mare designated MG is not eligible to produce registrable offspring.** A reason for restricting reproduction will be recorded in the pedigree notes section at the time of requesting a change. Future owners of the mare may be granted reinstatement of breeding rights of that mare, with written permission provided to the NFHR from the **prior owner(s) party** that induced the restriction initially. **A mare designated MG is not eligible to produce registrable offspring.** If the restricting party is deceased **or mentally incapable of decisions**, the NFHR can be petitioned **by the current owner** to reinstate breeding rights, at the discretion of the BOD. There is no fee for this service.

Black sections were presented to the NFHR members in 2022. Comments were received and Cherrie addressed them in the points below, and suggested the red sections in the above proposed policy in 2023.

I think many of the membership concerns expressed are related to some misunderstandings of the proposed option for mare owners and is wrapped up in the alarmist drama on social media in 2021-2022. Below, I address those, and give an example of a relevant situation for which this policy was proposed.

1. This rule was primarily proposed to help reduce the ‘buyer beware’ aspect of purchasing a broodmare prospect.
  - a. We as a Registry want new Fjord breeders to have successful experiences with breeding. It’s incredibly frustrating to a new breeder when they invest in a horse that has expensive reproductive problems. Many quit or switch breeds.
  - b. Sellers do their best to find good homes for their horses, but there is always the possibility that a flipper will buy one and resell it to a naïve buyer who doesn’t do their homework on the history of the horse, and pays a lot of money and invests years trying to produce foals from that mare.
  - c. Since Fjord broodmare prospects are in high demand, their price is high and a flipper has a financial incentive to not tell the new buyer that the mare had reproductive problems.
2. The intent of this rule change proposal is to help the breed produce naturally fertile and healthy Fjords that are an asset to the breed for generations to come and help buyers of mares avoid purchasing lemons.
3. A mare can **only** be restricted for producing future registered offspring by the **current owner**, not by any prior owners or the breeder if that breeder or prior owners no longer owns the mare.
4. The restriction can be withdrawn by the person who imposed it. It is not permanent. The breeder and any other prior owners have no say in the Change of Status owner granting rights for producing registered offspring back on the mare, to the current owner.
5. People reduce the gene pool every time they geld a colt or stallion, and that change is permanent, while this rule does not result in permanently physically altering the mare.
6. Laparoscopic spaying is possible these days, but is commonly used to create ‘teaser mares’ for AI collection because a fixed mare always behave as in heat and receptive to a stallion. This is a different behavior than gelding a colt.
7. I know of no good reason to permanently alter a mare that one day new information could be provided that would justify her contributing to the future Fjord population? Placing a breeding restriction is not permanent like a spay surgery.
8. You mentioned credentials for a person deciding to limit a horse’s ability to reproduce. What knowledge and qualifications are needed for an owner to geld a colt or stallion? This is commonly done by any average, unvetted horse owner, and those owners are just as capable of making a similar, yet not permanent, decision for a mare, with this proposed policy.
9. This proposed option for mare owners has nothing to do with the politics on the Board.
10. This proposed rule respects breeders and owner’s recognition of breed quality, and gives an option if something is discovered about a mare that would indicate that she is not of sufficient quality to justify contributing to the future Fjord population.
11. A mare that receives this designation will invariably be of lower value at sale time, vs if she was allowed to produce registered offspring, so it is the rare Fjord owner who would impose this restriction on a mare they own and/or plan to sell. Most people selling Fjords are trying to get as much money from the sale as they can. There’s no judgement in that statement; it’s just reality. This restriction would reduce a mare’s sale price, so the likelihood of this being applied to a lot of mares is very low.
12. Any mare that receives this designation will have a permanent note placed in her pedigree file in the NFHR database, detailing the reason(s) behind the restriction.
13. The reason for giving a mare the breeding restriction is not a confidential matter, so anyone can ask the Registrar for the reason behind the restriction.
14. Very few Fjords are evaluated these days. Hopefully that will change in the future, but some problems with a mare that would justify a breeding restriction are not things that would be noticeable at an Evaluation.
15. As an example, say Breeder Karin bought a mare, bred her and found out that had short (10 month) pregnancies and failed to lactate, so the foals had to have supplemental feeding. This happened in 2 successive pregnancies. All other mares managed in the same way had no



problems. Domperidone and hormones were given to the mare to induce lactation, but that also failed. Karin and her vet felt that this was an issue with this particular mare's reproductive ability and not a management issue.

- a. Many reproductive problems are heritable, and this one makes producing a foal much more expensive, so it is possibly best that mare doesn't get used as a broodmare in the future.
  - b. Say Karin sold the mare for a low price (due to the reproductive problem), with full disclosure of the problem, to a home that she had confidence would not flip the mare without disclosure of the lactation problem to the next owner, and who won't try to breed the mare. That person sells the mare anyway, without the disclosure, and a new Fjord breeder buys her hoping to start their breeding herd.
  - c. Most Fjords do not have reproductive problems, and that is partly because the selection historically was for horses that were functional and low-maintenance in everything, including reproducing. Many other breeds of horses have more reproductive problems than Fjords, and it's typically because they keep breeding mares that have those problems and passing the traits to the next generation. It's important to breed for the best in the future generations, and not pass bad traits to the next generation. If Fjord breeders use sub-fertile mares, or mares with other reproductive problems for producing more Fjords, that will reduce the reproductive success of the breed as a whole. Fjord Horse International is currently conducting research on the stallion lines with subfertility problems, so this is not a too-far-fetched example.
  - d. Say Karin had filed a Change of Status Report for that mare before selling her, and the mare ends up in a couple more homes down the line.
  - e. Say the fillies that did get produced earlier by Karin are bred and those mares don't have lactation or other reproductive problems because the stallion's genetics for fertility were good and overcame the problems from the mare in their offspring. This genetic mixing happens in every breeding, but not all problems are fixed by the other parent.
  - f. If there's evidence that the offspring of that mare are not having lactation problems, or passing the undesired trait to future generations, and that was the concern that Karin had and why she imposed the breeding restriction on the mare, the current owner of the mare could ask Karin to restore the ability of that mare to produce registered offspring, and Karin could provide a letter to the NFHR asking for reinstatement of original reproductive status for the future life of that mare.
  - g. Karin cannot later choose to reinstate the restriction on the mare if she does not own the mare at that time.
  - h. The current owner of the mare, or a future owner of the mare can reinstate the restriction.
  - i. If Karin dies and the current owner wants to reinstate the ability to register offspring from that mare, the current owner can ask the NFHR Board of Directors to grant that change of status and the BOD can make that decision.
16. This example lactation problem could be replaced with any of many problems that are not readily visible when looking at a mare but that are heritable. Examples include dominant inheritance of cleft palate, foals with umbilical or scrotal hernias, severe parrot mouth or monkey jaw, twins, insufficient or excess hormones, infertility, etc). These would not be identified in an Evaluation inspection.
  17. The NFHR is not imposing mare breeding restrictions on any mare owner or mare. This would be something a mare owner would elect to do of their own volition. It is a voluntary option, not a requirement.
  18. Are there examples of where a particular breeder may choose to apply this restriction to mares that don't have problems? Of course. But those reasons will be recorded and will be public record. Most breeders would receive so much backlash from doing this that they would not likely restrict many mares. Buyers would go to other breeders if a breeder was trying to restrict the market. No one breeder in the NFHR has control of more than 20% of the foals produced annually and that number will decrease as more breeders are recruited.
  19. We'd like to help more breeders have successful breeding operations to keep this number increasing. This proposed rule would not hinder the production of more registered Fjords, but it could possibly help the future Fjord population to have fewer health or other problems.
  20. If a mare has this restriction placed on her for a legitimate reason, it's unlikely that a future owner would want to waste their time and money using her for crossbreeding. A mare that can't lactate is just as big a problem to a cross-breeder as to a breeder of registered Fjords.
  21. Contracts can work for the first sale of a reproductively unsound (or otherwise unsuitable for production of registered offspring) mare, but if the new owner doesn't pass the information on to the next owner, the due diligence of the first owner doesn't help future owners.
  22. The NFHR will not mitigate disagreements between members, so this is for members to work out between themselves.
  23. It was advised during the zoom meeting on this topic to remove any mention of mental incapacity, and only give reinstatement rights to the NFHR BOD when the restricting owner had passed away. That can be done with this rule.

Change of Status proposal 2024:

After our discussion on this attachment 12 proposal, I drafted a couple sentences to attempt to provide guidance on what is acceptable and what is not for this MG designation. See bold type below. I'd definitely like more input on that, to prevent this from being misused.

Article IX – ~~Castration of a stallion or colt~~ Change of Reproductive Status

A.

B. The Norwegian Fjord Horse Registry allows a breeder or owner of a mare, **during time of ownership**, to restrict the production of registrable offspring by filing a Change of Status report, which will change the registration number from XX-XXXX-M to XX-XXXX-MG. **A mare designated MG is not eligible to produce registrable offspring**. A reason for restricting reproduction will be recorded in the pedigree notes section at the time of requesting a change.

Eligible reasons may include health, reproductive or other concerns that protect the breed viability and are intended to inform all future owners of the concern(s). The MG designation may not be used for temperament, marketing, value-proving, or other business reasons.

Future owners of the mare may be granted reinstatement of breeding rights of that mare, with written permission provided to the NFHR from the **prior owner(s)** party that induced the restriction initially. ~~A mare designated MG is not eligible to produce registrable offspring.~~ If the restricting party is deceased ~~or mentally incapable of decisions~~, the NFHR can be petitioned **by the current owner** to reinstate breeding rights, at the discretion of the BOD. There is no fee for this service.

### **Attachment 3**

#### **ARTICLE V - TRANSFER OF OWNERSHIP**

Before a change of ownership can be recorded by the Norwegian Fjord Horse Registry, the following must be received by the Registrar:

- A. The original Registration Certificate or an official NFHR Duplicate Certificate.
- B. The transfer report located on the back of the Registration Certificate signed and completed by the seller or sellers (if jointly owned.) If the original certificate is the old style that does not have the Transfer Report on the back of the Registration Certificate, then use the Transfer Report form found on the NFHR website.
- C. The correct transfer fees must accompany the transfer request.
- D. All ownership history must be recorded, however, in the event there is a gap in ownership for geldings, the Registrar reserves the right, through other means of proving ownership for the gap, to record only ownership where proof is provided.

### **Attachment 4**

Semen form

## Transfer of ownership for frozen semen



Today's date: \_\_\_\_\_

Stallion Registered Name: \_\_\_\_\_

Stallion NFHR Registration number: \_\_\_\_\_

Date of collection: \_\_\_\_\_

I, \_\_\_\_\_ <sup>from</sup> \_\_\_\_\_, current owner of above stallion frozen semen, am transferring ownership of frozen semen ~~for~~ above stallion to \_\_\_\_\_ (Recipient of frozen semen). The effective date of this transfer for frozen stallion semen will be \_\_\_\_\_.

Recipient will sign as owner of frozen semen on the Certificate of Stallion, if the semen is used in any mare not owned by them. Otherwise, if Recipient uses the semen in a mare owned by them, no Certificate of Stallion Service will be required.

This transfer will be filed with the NFHR's Registrar's office.

\_\_\_\_\_  
 (Current owner of frozen semen) # doses: \_\_\_\_\_

\_\_\_\_\_  
 Recipient of frozen semen # doses: \_\_\_\_\_

Pearl Accounting Service Financial Statement, PDF

## Attachment 5

## Attachment 6

## NFHR Board of Directors (BOD) Communication Policy

1. Individuals ~~NFHR members~~ should be encouraged to email the BOD with their **questions**, comments or concerns. ~~Discussions via other sources, such as social media messaging, should be discouraged.~~
2. When an individual ~~NFHR member~~ sends an email **to a BOD member or the Registrar**, the entire BOD should be sent the request **via copying the listserve email** (if the **individual member** did not copy all BOD members).
  - a. If tracking communications, record the details in the designated communication tracker (date of receipt, sender name, email summary, target response date, **category**, etc.).
  - b. An email from a board designee will respond within two (2) business days that 'we have received your inquiry and will provide a response after the next BOD meeting' should be sent out. **The president or his/her assignee, will respond if all board members are copied. If an individual BOD member is sent a message, that BOD member will respond with a receipt notification.**
3. After a response is agreed upon by the ~~whole~~ board, the board designee will send the board-approved response, **or the next steps**, to the **individual member**, and the BOD will be copied on the response.

- a. This response should be provided within 1-2 weeks of receipt of the original message; if possible. If an extended timeline is needed due to the scope of the email or board meeting schedule, an updated timeline will be provided to the **individual member**.
4. If a phone call for clarification is more efficient and effective, the call shall be summarized for the BOD, with a copy to the **individual member** to ensure the discussion was appropriately represented in the summary. If further action is needed, this will occur at the next BOD meeting.
  - a. If tracking communications, record the details in the designated communication tracker (date of receipt, sender name, email summary, target response date, etc.).
5. Individual board members should not claim to be able to make decisions for the rest of the board.
6. Individual board members should not discuss any board business with non-board members other than what is presented to the membership through BOD minutes, mail, the Herald or any other board approved source.
7. BOD e-mail communications will be considered confidential and stamped as such using an email signature. "For Addressee Only"