

ARABIAN HORSE ASSOCIATION
2020 Convention Elected Officer Positions
Nominee List Submitted by Nominating Committee
Peggy Weems, Chair
October 14, 2020

Position	Nominee(s)
President	Mark Himmel (Region 9) Deborah Johnson (Region 3)
Vice President	Lisa Blackstone (Region 12) Duane Esser (Region 14)
Treasurer	David (Dave) B. Corning (Region 5)
Secretary	Jan Decker (Region 13)



ARABIAN HORSE ASSOCIATIONSM

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AHA 0211 (6/20)

**ARABIAN HORSE ASSOCIATION
EXECUTIVE COMMITTEE
INDIVIDUAL LEADERSHIP PROFILE**

ABOUT THE NOMINATING COMMITTEE (NC)

The NC of the AHA identifies and develops current and future candidates for service on the Executive Committee. The NC provides information to the voting delegates and attendees at Convention so the membership can learn about you as an individual, your goals, and your ideas and vision for the Association.

All candidates who are open to serving in an AHA leadership role will be asked to submit a completed Leadership Profile and all supporting materials to the Nominating Committee by August 1st.

Part 1 – Tell us how to find you.

- Name Mark P Himmel
- Telephone 985-859-5144
- E-mail mphimmel@bellsouth.net & mhimmel.R9director@gmail.com
- Address 515 BACK PROJECT RD. SCHRIEVER, LA 70395

Part 2 – Officer positions.

Please indicate the office for which you are seeking nomination:

- President (two-year term) Vice President (two-year term)
 Secretary (two-year term) Treasurer (two-year term)

Part 3 – Tell us about yourself.

Please include a current resume, Curriculum Vitae (CV) or bio with your completed Leadership Profile – the goal is for the AHA delegates to learn as much about your accomplishments, skills and talents as they can, regardless of the format. Be sure to include:

- Your professional experience(s) and associations, special training or certification(s), and degree(s) earned.
- Your volunteer/community/civic or public service organization involvement(s).
- Your Arabian Horse Association experience (past and present).
- Your interests and passions – tell us a little bit about what you love to do.

Part 4 – Tell us about your vision.

We want to learn more about your ideas and wishes for the Arabian Horse Association. Please respond to the questions listed below for the office you are seeking. The medium is up to you: write an essay or letter, create a PowerPoint presentation, and make a video...whatever you can imagine. We aren't focused on the format of the presentation, but on the content behind it – our goal is to better understand your communication style, leadership style, strengths and talents, and vision for the Association. (Note: We must be able to receive your submission via e-mail and should be able to review it in 5-10 minutes.)

PRESIDENT

1. What steps would you take to ensure the membership of the organization continues to grow and how would you see development of a marketing communication plan that promotes all AHA products and services?

To ensure the continued growth of AHA membership I would implement an audit to discover

To ensure the continued growth of AHA membership I would implement an audit to discover the strengths and weaknesses of membership recruitment and retention practices. These discoveries will serve as the basis to make future decisions concerning membership growth. In today's world of communication platforms it is simple to keep AHA membership informed of all AHA products and services. For example, the new Arabian Horse Association App, that was implemented by current AHA staff proved to be a digital asset for all users seeking information at the recently held Youth & Midsummer Nationals. AHA must be ready to adapt to the ever changing communication platforms and adjust to meet the needs of our membership. If a communication platform is ineffective, then the problem must be identified, solved, and corrected.

2. As strategic plans are rolling documents guiding the organization, describe a methodology you have used to prioritize the goals of the organization.

One business plan that could easily be implemented within our organization is the LEAN methodology. *(a term coined in 1980 by the research team lead by Jim Womack, Ph.D. at MIT's International Motor Vehicle Program)* The core idea and principle of a LEAN organization is one that maximizes customer value while minimizing waste. In other words, increasing AHA membership services with fewer resources. In this business plan, attention is focused on the value stream (The Arabian Horse Industry in our example) and how everyone within the organization contributes to this value stream. In a LEAN business, the focus of management goes from separate technologies and assets to optimizing the flow of products and services through entire value streams that flow horizontally across technologies, assets, and departments to customers. If we eliminate waste along our entire value stream then we utilize processes that require less human effort, less space, and less capital. Our organization would be more fluid and able to respond to changing customer desires with high variety and quality but lower costs. It's important to note that LEAN is not a cost reduction program but rather it is a way of thinking and acting for an entire organization.

Part 5 – Demonstrated Competencies.

While no leader can perform at the leading/expert proficiency level for all competencies, this scale helps gauge where you may be performing at a particular point in time – and how you can further develop. For leadership-level roles, candidates should be at or above in an “apply” proficiency level for most competencies.

Please self-evaluate your proficiency level by each competency listed below using the following scale:

1 – Aware; 2 – Supply; 3 – Apply; 4 – Guide; 5 – Lead

Select at least two of your strongest competencies and provide further information. Please limit your examples to 300 words and utilize examples from AHA experience as well as your professional and other volunteer experiences. Complete as many competency forms as you would like.

Executive Committee Competencies:

- Business Acumen
- Collaboration
- Developing Others
- Innovation
- Inspiring and Motivating Others
- Integrity and Ethics
- Results Orientation
- Stakeholder Management
- Strategic Visioning

I have performed at “5” proficiency level for all competencies at one time or another. Over 45 years of managing Kem Supply House, Inc. I have come face to face with hard decisions that had to be made for the betterment of the business, employees, family members and most importantly our CUSTOMERS.

President Competencies:

- 5 Ambassadorship
- 5 Communication
- 5 Conflict Management
- 5 Decision-Making
- 5 Delegating
- 5 Diplomacy
- 5 Influence and Persuasion
- 5 Prioritizing
- 5 Team Development

Even with the Covid 19 pandemic and other outside factors, adjustments had to be made to survive and be profitable. Through the course of the years we have become survivors... When to hold and When to fold, When to set sail... When to stay at the dock, When to commit... When to hesitate...

I am a believer of “Keeping Things Simple” so that everyone involved understands and we move as ONE unit for Success!

Thank you for your support of the Arabian Horse Association. Please submit your Leadership Profile and all supporting materials to joleen.white@arabianhorses.org by August 1.

Mark P. Himmel

I am running for the office of President of the Arabian Horse Association. My involvement with horses started when I was 10 years old: feeding, grooming, and cleaning stalls for three barns in the town I grew up in. After years of doing this, my parents bought my brother (Erik) and I horses of our breed choice. Erik had an Appaloosa and I chose an Arabian. This is when my journey began.

After high school I attended Southeastern Louisiana University and earned a BA degree in Business Administration and Marketing. I also earned minors in economics, finance and accounting. I graduated with an overall GPA of 3.98 a 4.0 in my curriculum. At Southeastern I was a member of Sigma Tau Gamma fraternity where I gained early leadership experience by holding the officer positions of Treasurer, VP of Management, and President. I also represented Sigma Tau Gamma on the Interfraternity Council (IFC), which was the governing body of the fraternities at Southeastern. The council strived to maintain fraternities' best interests by coordinating mutual activities and maintaining order for Greek Life. The council also worked to mediate a working relationship between the fraternities and the university as well as the City of Hammond, Louisiana. Furthermore, I also had the honor of being chosen as a recipient of Who's Who in American Universities.

After graduation I went to work in New Orleans for a computer company selling Hewlett Packard computers on straight commission, where I gained valuable experience in the field of sales. I then moved on to Baton Rouge where I took a job with Mathews McCrackin & Rutland Electrical Contractors (MMR). I was the Office Manager for MMR at the Allied Chemical jobsite. The contract was for complete rebuilding of the plants electrical system. My responsibility was invoicing, purchasing of material, payroll for over 200 electricians, and dealing directly as representative of MMR with Allied Chemical management on this project. I gained a wealth of knowledge with this job position. This job ended when the Steel Workers went on strike and our electricians would not cross the picket lines. MMR was a union shop.

This worked out fine because I was planning my testing and application for law school. I called my father and asked if he had an opening in our family business. Of course he obliged, and I started working for the family business as a delivery person for minimum wage (the same job I had as a 13yo on my bicycle). I moved home, and started work on April 7, 1975 and my father met an untimely death on April 8, 1975 in a head on automobile collision at the age of 54. I decided to postpone law school and run the family business(KEM Supply House, Inc.) until I could hire someone to manage the company in my absence.

Kem Supply House, Inc. is a office supply, janitorial supply, paper products, printing, office furniture and contract furnishing company that conducts business across south Louisiana serving customers within the oilfield industry, automobile industry, banks and finance companies, medical offices, law offices, CPA offices and local, regional and state government offices. My plans for law school never came to fruition but at the age of 23, I took the reins of a 21 year old company and have successfully grown it and still help manage it with my brother today. Over the last 45 years we have managed to be successful through downturns in the oil industry in the late 70's and early 80's by learning to adapt and change with your market. Business is the survival of the fittest.

I began breeding Arabians in 1975 with a purchase from Keg Arabians of a Silver Drift daughter that I bred to Tornado (Bask Son) every year. In 1978, I married Deborah Wimbish (a quarter horse girl with many championships and Top Tens as a youth rider/handler). After taking her to the Scottsdale Arabian Show she was converted. We established Plantation Arabians and purchased our first group of brood mares from Lindsay Arabians in Canada. (Silver Drift granddaughters and Tornado daughters) We had syndicated stallion shares in Marsianin, Tornado, Patrone, and Crown Royale. Through the decades, Plantation Arabians has maintained a focus on breeding, training and showing ideal Arabians & Half Arabians who successfully compete on the local, Regional and National levels. The operation of Plantation Arabians is very much a family affair with my wife Debbie, daughter Annalise, and son-in-law John.

Through the years I have contributed to the Arabian Horse Community through leadership and service on the board of the Louisiana Arabian Horse Association (several officer positions including Treasurer, VP, and President) and the executive board of Region 9 (Louisiana Rep, Vice Director, Director, and currently Immediate Past Director). I also currently serve on the Youth & Canadian Nationals Show Commissions as well as on the Probable Cause Committee.

I earned my judge's license and credentials in 1987 and am currently a Large "R" Regional & National judge. I have been fortunate enough to have judged all the major shows in the United States Arabian Community along with shows in Brazil and the Australian Nationals.

I thank you for your kind consideration for the office of President of the Arabian Horse Association. I promise I will serve the membership with dignity and grace. We must stand together in an everchanging economy and environment to protect the industry that we are so passionate about.

Mark P. Himmel

Candidate for President

Involvement with AHA

AHA / USEF "R" Arabian Judge

Regional & National Arabian Judge Certification

Serve on the Youth National Show Commission

Serve on the Canadian National Show Commission

Serve on the Probable Cause Panel

Served on Internal Audit Committee

Served on Region 9 board for 12 years

Served as Director of Region 9 for 4 years

Board Liaison to the AHA Youth Committee

Member of Louisiana Arabian Horse Association for 55 years

And serving on the board as Treasurer, Vice President and President over the years

Assisted with AHA T.A.I.L tours

Assisted with US Nationals Judging Contests /volunteered as a judge, listened to reasons & a Handler

Owner of Plantation Arabians with my wife Debbie since 1978.....training, breeding, managing and still active in the show ring at all levels, club Shows, Regional Shows, & National Shows. The operation of Plantation Arabians is very much a family effort with my daughter, Annalise & her husband John.



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Part 1 – Tell us how to find you.

- Name Deborah Johnson
- Telephone 775 720 3548
- E-mail deborah@renotahoearabians.com
- Address 15 Snowball Court, Reno, NV 89511

Part 2 – Officer positions.

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- President (two-year term) Vice President (two-year term)
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PRESIDENT

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VICE PRESIDENT

1. Provide a strategy you would utilize to review AHA Bylaw and rule changing processes to improve the proposal, impact review and approval of proposed rule changes.
2. Imagine you have been invited to attend AHA's next Executive Committee meeting. They are re-evaluating the Association's strategic priorities and would like your input. How would you prepare for the discussion in order to enhance the conversation at the meeting? What do you think the Association's strategic priorities should be? How should we achieve them?

SECRETARY

1. Provide an example of how you would assist AHA in creating avenues to help people participate in competitive programs.
2. Describe a time when you effectively integrated some combination of financial, company or organization position/goals and industry data and other indicators into a strategic plan or initiative.

TREASURER

1. Using any example, demonstrate how you have worked with a multi-year budget with a focus to increase revenue generation and profit margin.
2. How would you envision increasing total organization revenue by 5% in two fiscal years?

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PRESIDENT-ARABIAN HORSE ASSOCIATION Engaging Minds – Empowering Success

1. What steps would you take to ensure the membership of the organization continues to grow and how would you see development of a marketing communication plan that promotes all AHA products and services?

- Be Bold, Kind and Innovate
 - As President, AHA will have my full attention to develop the membership further, engage its current membership and have a collaborative relationship with the staff leadership team with the goals of the Executive Committee to ensure a solid innovative marketing plan is executed.
 - Introduce and deliver new verticals of revenue, such as Working Western/Ranch Show and Virtual show series for newcomers.
 - Appreciate the details, understand the financial aspect, then launch.
 - Communicate the strategic plan with the leadership and membership for transparency to the entire association and utilize the strategic plan throughout each year to establish and evaluate goals and priorities.
 - Establish, expect and demand a culture of kindness and respect across the entire organization, leadership, volunteers, members and staff.
 - Innovate and embrace change as it is no longer acceptable for the AHA membership to not accept the digital technology. The AHA and its membership must have the ability to be fluid and adapt to the ever changing environment.
- Membership growth – begins with a culture shift to an organization of kindness towards others and encouragement of potential new members and owners to participate as well as positive activities and transparent communication opportunities to retain our current members and attract former members.
 - Add, maintain and manage positive rhetoric on social media platforms.
 - Engage and monitor all communication with the Board of Directors who promote positive communication throughout our association.
 - Develop and utilize digital communications for all levels of the association as with our new normal and the strategies required by COVID-19.
 - Leadership training (at all levels of volunteers) and continued enhancement of technology (utilization of Google Drive, Zoom, VVoter, etc.) so our leaders and members have more time to do the networking and member development activities.
 - Volunteer engagement and appreciation. We have approximately 300 National AHA volunteers contribute an average of five hours of service per week thus 78,000 hours annually to the AHA and must be appreciated for their contribution at the IRS volunteer hour rate of \$25.43 thus contributing of \$1,983,540 to the Arabian Horse Association.
 - Staff appreciation – as our staff becomes a happy team supportive of AHA leadership, directors, commission and committee members – that positivity will lead to increased positive conversations with our members and potential new members.
 - Offer Convention activities virtually for Convention registered attendees such as:
 - On Demand – Leadership onboarding and training
 - Regional Directors – Regional Volunteer Awards

- Club Excellence Awards
 - State of the Association Address
 - Marketing Development and Promotion Report
 - American Horse Council Report
 - AHDF Presentation
 - AHYA Report
 - Foundation Report
 - Purebred Arabian Trust Report
- Virtual show series and member activities as member benefits (perhaps a new level of membership), including but not limited to:
 - Topics from professionals, show managers, show secretaries, riding academy teachers, AHYA, endurance/competitive trail, breeding & registrations, the Foundation and its activities, Racing - from the Arabian Jockey Club
 - Topics from members – willing to share – such as:
 - Craft – all ages
 - Activities that can be offered
 - Member participation in education
- Development and execution of a Marketing Communication plan that promotes all AHA products and services
 - As President of AHA, it is a clear responsibility to work with the Executive Committee and the talented staff of the AHA to ensure a solid marketing campaign exists in order to be compliant with the objects and purposes in Article II of the Bylaws of the AHA.
 - Require a marketing plan that is fun and exciting for all our members to support in their own unique roles of the Arabian Horse Association. Everyone has a role and needs to be encouraged to utilize it, promote AHA and our breed and be appreciated for doing so.
 - The Market Development and Promotion Committee and the staff of AHA will be accountable to be collaborative in the overall marketing and communication plan of the AHA. My expectations are:
 - The goal of the overall campaign must be clear and in line with the strategic plan;
 - Various mediums of communication must be enabled to promote each campaign effectively;
 - As with the leadership timelines for volunteers, the staff will have timelines to ensure a calendar for content is in alignment with the strategic plan, goals and initiatives;
 - With the innovation required and particularly with COVID-19, AHA must deliver content that is visual and engaging while AHA branded;
 - Utilizing the staff of the AHA the content will be delivered according to the scheduling calendar in a timely and responsive way to our members and public;
 - Monitoring and response are key to the follow up of all marketing communications. The AHA staff is already demonstrating improvements in this area and will be eager to continue to do so; and

- Evaluations of all campaigns will be done in a timely manner and discussed with the key stakeholders for each particular campaign
 - “Dialogue with Deborah”– open and transparent communication tool – as a member benefit on a regular quarterly basis
 - Utilize the podcast – have the “commercials” for the podcast be fun and prominent on webpage
2. **As strategic plans are rolling documents guiding the organization, describe a methodology you have used to prioritize the goals of the organization.**

- In January of 2020 I was tasked to lead the Strategic Planning team and below are the steps outlined through the multitude of conversations with the Executive Committee, the Executive Vice President, the Board of Directors and the AHA staff resulting in a Strategic Plan for the AHA with a new values statement and values proposition component to the Strategic Plan. This plan was presented at the March Board of Directors meeting and within two weeks post the Board meeting COVID-19 restrictions were occurring world-wide.
- Consistent steps in Strategic Planning methodology are:
 - Clarity of the vision statement – where AHA aspires to be upon achieving its mission and the impact it wants to have
 - Clarity of the mission statement- AHA’s business goals and philosophies
 - Clarity of the purpose of the organization – why the AHA exists and what good it aspires to do in the world
 - Clarity of the AHA culture – What makes the AHA distinct – the shared norms, mindsets and behaviors that enable our people to work happily and effectively together
 - Clarity of the AHA values - The fundamental beliefs and guiding principles that AHA uses to influence the way our people relate to each other and our customers
 - Clarify the AHA value proposition – AHA offers to its employees and volunteers the experience they can expect when working/serving for AHA. The Executive Committee, the Board of Directors, and the Executive Vice President, after consultation with AHA staff, personalizes and contextualizes the mission, vision, values, purpose and culture. The Executive Vice President clarifies what all of this means to and for its employees and volunteers in their directives to execute the Strategic Plan
 - Conduct external analysis
 - a. Utilization of Becky Nash and teams work from key stakeholders
 - Conduct internal analysis
 - a. Utilization of the Board of Directors input in March 2019 and March 2020
 - b. Utilization of employee input
 - Identification of strategic issues
 - a. Development of high level strategy
 - b. Strategic execution
 - Establishment of strategic goals
 - a. Goals based

- b. Issues based
- c. Organic
- d. Board development, fundraising and volunteer management
- o Develop staffing plan for execution – included in strategic initiatives and focus areas
- o Evaluation and sustainment

COMPETENCIES

President Competencies:

I have provided the following examples gained in leadership positions in the President competencies based on experiences as AHA Chair and Director, my own business as President, my Tri Delta experience as Fraternity Bylaws Chair and my Junior League experience as President.

- 5 Ambassadorship
- 5 Communication
- 4 Conflict Management
- 5 Decision-Making
- 5 Delegating
- 5 Diplomacy
- 4 Influence and Persuasion
- 5 Prioritizing
- 5 Team Development

Ambassadorship promotes organization through personal actions and spokesperson role

- RTEC – teaching lessons (3,500/year with all staff), bringing on newcomers daily, developing riders into competitors, taking them to regional and national level shows successfully
- Always is presenting AHA in positive light – the association, the members, the officials, the staff and volunteers
- Solid and effective relationships already exist in other breed associations and the USEF.
- Communication background and knowledge of technology to present effective transparent communication to the membership in this current environment
- Judge since 1992
- Other non-profit association experience as President of Junior League of Reno representing and serving in the leadership role in Northern Nevada

Communication delivers clear, effective oral and written communication; takes responsibility for understanding others through active listening

- MA in Communication
- Letter of Appointment teaching Business & Professional Speaking at University of Nevada for 8 years
- Communication background and knowledge of technology to present effective transparent communication to the membership in this current environment

- Diversity of people working at Reno-Tahoe Equestrian Centre, allows for continued development of conversations of inclusion
- Written – Strategic Plan, Bylaws, Agenda & Resolutions, Equitation Committee
- Innovation of the utilization of the GroupMe App for employees to ensure collaboration among the staff at RTEC which ultimately leads to success for horses and people

Conflict Management manages and resolves concerns or disagreements in a fair and respectful manner.

- MDP- most creative group always working toward opportunities with diverse opinions. Creation of a safe environment of conversation and brainstorming while eventually getting to decision-making and group support of the team decision
- Equitation Committee – Showmanship development – Ten individuals working through the rules all with different opinions yet at the end resulting in a set of rules that were embraced by all in the Showmanship division
- Tri Delta Bylaws Chair – every biennium has worked through collaboratively concepts and conversations of differing opinions and result in innovative programming leading the Fraternity in a forward focused direction
- Utilization of Robert’s Rules of Order and collaboration with the parliamentarians to ensure all voices are notified, heard and respected in meetings

Decision Making makes timely, informed decisions to create optimal outcomes

- Evaluates options, considers financial impacts and association opportunities, engages appropriate stakeholders and with team makes decisions
- Virtual Convention 2020 – based on experience with other organizations the networks and competencies are right in hand to lead AHA in the direction of a successful, thoughtful debate and open dialogue, and full representation of the voting delegates to further the current business of the AHA
- Through advanced planning and creation of structure of calendar management there is time to be efficient with thoughtful decision making with all the relevant stakeholders

Delegating appropriately assigns responsibility and authority to others, providing support and direction.

- Equitation Committee – assigned areas within the committee to “head up” respective disciplines. Each area was expected to and delivered effective communications and resolutions to further the discipline or seat
- Tri Delta Bylaws Committee Chair–facilitated two years of meetings with the committee members serving as liaisons to their areas which resulted in the revisions of 8 sets of bylaws, corporate bylaws and articles of incorporation
- Setting volunteers and members up to be successful when delegated tasks
- Holding those volunteers accountable
- Volunteer structure of AHA – quarterly meetings with some to hold those in leadership accountable. Provide opportunities for appreciation and recognition.
- Employee structure of AHA – encourage and allow those that work for AHA to be empowered and respected to do their roles. Provide opportunities for appreciation and recognition.

Diplomacy navigates formal and informal networks, relationships and cultural norms to achieve results.

- Dealing with individuals in a sensitive and effective way.
- Empathy and compassion are key to engaging in conversations with ultimate diplomacy
- Staff & volunteers are to be treated with kindness and respect to achieve optimal results for the association. This culture of diplomacy will take AHA to new heights.
- Utilization of the tools of diplomacy while preparing for and delivering meetings. Solid agenda setting prepares the group in advance to develop the proper cultural norms and expectations for the meeting.
- Allowing the people to create and debate the policies is the best way to get through challenging conversations, developing ideas and adopt one policy that is in the best interest of the association.
- Implementation of the group-decided upon policy by the AHA staff will be supported by volunteers and members.
- Evaluation of the policies on a minimum of annual basis provides a norm of reflection that allows for change as necessary for the association to be relevant, timely and supported by the membership.

Influence & Persuasion shapes the actions, behaviors or opinions of others in service of the organization.

- Through brave, bold and kind leadership with thoughtful accurate reflection of data points others can follow influential leadership and be confident in the objectives, actions and outcomes.
- I will lead AHA with kindness and expect our members to be kind, fair, honest and pragmatic to establish relationships that will lead to lifetime friendships that share the common bond of the Arabian horse.

Prioritizing assesses importance of issues and tasks to take action.

- COVID-19 and its impacts on the Arabian Horse Association
- Continued review and changes to the Strategic Plan
- Marketing and New Membership development in the new normal.
- Culture of the AHA to ensure sustainability of the staff and members of the AHA
- Ensure continued positive conversations with the Purebred Arabian Trust and its relationship with the Arabian Horse Association

Team Development builds highly effective and collaborative teams

- Examples of effective and collaborative teams that I have led including and not limited to:
- Strategic Planning with the Executive Committee
- Leadership Onboarding of Executive Committee, Board of Directors, Committee chairs and collaborated with employees
- Equitation Committee
- Tri Delta Bylaws Committee as Chair
- Region 3 as Director

Executive Committee Competencies

I have provided the following examples of leadership in the EC competencies based on experiences in AHA (member 42 years/volunteer and leadership roles 29 years), my own business, my Tri Delta experience spanning the last 30 years and my Junior League experience (20 years), including but not limited to:

- 5 Business Acumen
- 5 Collaboration
- 5 Developing Others
- 5 Innovation
- 5 Inspiring and Motivating Others
- 5 Integrity and Ethics
- 5 Results Orientation
- 5 Stakeholder Management
- 5 Strategic Visioning

Business Acumen

Reno-Tahoe Equestrian Centre (RTEC) – I built this business, with my husband, from the ground up. Previously I operated an internationally successful training center, which earned many national championships. In 2005 I shifted the focus from exclusive show training horses to embracing entry- level newcomers. My goal is to provide the highest quality training for both the rider and horse while introducing an entirely new generation to the quality of the breed. My greatest pride is touching the very lives of our riders (of all ages) by creating a positive and safe environment for riding. RTEC has left such a positive impact on so many clients. This business enforced my education and requires significant examination of financial statements, tax implications, local and state requirements, workers compensation, and a host of “day to day” opportunities to improve – precisely like all trainers in our world!

Reno-Tahoe Equestrian Centre has completed over 35,000 lessons since its creation in 2007!

Service on the Budget & Finance committee of the AHA since the spring of 2016 when appointed to serve has been an experience that has afforded me the opportunity to truly understand the financial operations and budgeting of the entire AHA enterprise.

Junior League – In 2010 I took the reins as President of my local Junior League of Reno. Of the many leagues around the world, Reno was the only one who operated a league along with a mall and a restaurant. We also host a fundraiser annually for 800+ attendees to support the operations of the league and to provide grants within our community. This opportunity provided me with in-depth business experience. Not only through the day-to-day analysis of P&L / Income Statement, Balance Sheet, and other many qualifications required to manage a small community-centric mall, but also through the business development plans of an organization in existence since 1978 in the community.

Collaboration

Governing Documents collaboration has been a focus since my election as your Vice President in 2016. The Arabian Horse Association needed to have a review and updated of several of its documents to be congruent. This task, while detailed, was required to align the association and to mitigate risk. The Bylaws and handbook will always be subject to review as any organization that is forward-thinking will have changes to its governing documents. It has been through this knowledge transfer and analysis that I have the skill set to lead the Arabian Horse Association.

Equitation Committee – As the Chair of this talented and dedicated group of volunteers - which resulted in an updated Equitation Manual, we created many successful Resolutions included updates to the USEF and EC Rules, the AHA Handbook, updated materials for the Judges Seminar and School, PowerPoint presentations for the Judges Seminar and School and congruence within all the documents. It has been accomplished through challenging conference calls, daylong sessions at Convention, during the Board meetings and thoughtful conversations throughout the years.

Tri Delta Fraternity Bylaws Committee – As Chair of the Bylaws committee along with two other three members, appointed by the President of Tri Delta, was charged with reviewing and revising bylaws for the Foundation, Tri Delta Housing, Inc., Collegiate and Alumnae Chapters, Local House Corporations as well as reporting conflicts in bylaws for all Tri Delta Entities to Executive Board. With this committee, to be successful, we collaborated with each of the entities, legal counsel, volunteers across the US and Canada and our Executive Office staff to produce the current governing documents for the Fraternity and its entities.

Developing Others

Mentoring is an area that I can provide examples in continuing a succession plan of leadership. From developing others to serve in their respective regions to assisting first time delegates how to navigate the AHA Convention in order for them to be engaged and successful in their experience. I have developed many in their leadership skills within the committees of the AHA as well as the AHYA directors and officers.

Region 3 – During my 16 years of service on the board of Region 3 it has been a goal to involve members in the management of the region. To have new ideas and sustainability of our region, we had to cultivate new volunteers in various roles. From a results perspective several of those people are now attending Convention, and several have pursued and attained their judges' cards.

Innovation

As a successful riding academy with several very successful show horses, we hit the COVID-19 lockdown in Nevada straight on. Upon returning from the Board of Directors meeting of AHA my staff gathered and developed curriculum for the upcoming month of lockdown for our clients. We offered virtual barn tours, 67 Zoom classes for all ages, virtual riding lessons and social hours. We had 3 goals in mind – keep our people employed, keep our horses taken care of and keep our people engaged. We accomplished all the goals and included several AHA colleagues along the way who have now continued their virtual excellence in coaching riders at this year's Youth Nationals/Mid-Summer.

This year AHA will most likely be hosting its first ever virtual Convention. We have to be innovative and have a way to do the business of the association and elect officers. We have to have a way to engage with our members in these challenging times. We will do it. And we will do it well. With the tools I have embraced, I have the opportunity to teach our membership how to engage in this virtual Convention, teach our leadership how to lead in these new times and show our association that we can be premier and significant.

Inspiring and Motivating Others

Reno-Tahoe Equestrian Centre – This is my greatest opportunity to change the lives of so many young and impressionable youths – and even our adult riders. During this unprecedented time, RTEC has been a source of consistency and hope for our clients while they struggle to understand the world in which we live. I strive every day to ensure that myself, our teachers and staff create a positive and safe environment for growth and new experiences. RTEC, as described by our clients, creates a place where kids and adults “want to come and learn.” I’ve coached and influenced so many of our riders into their college goals, sat helping teach through SAT/ACT periods, and discreetly (like you all) through rough moments of teenage years. This is one of my most fulfilling personal joys!

Integrity and Ethics

My integrity and personal ethics are beyond reproach. Period.

Results Orientation

AHA – The results of the Equitation Manual and all the supporting documents of the Equitation/Showmanship committee were very results driven and have provided much clarity to all those who utilize those documents. Most recently, the work of the Handbook group achieved its results goals of clarification of all of the chapters of the handbook and again provided much needed value to all those who utilize it.

The goal of creating transparency of the governing documents of the association to its leadership upon election to the Executive Committee, to the Board of Directors or upon appointment as a Chair has been completed. All documents are conveniently located in the Google Drive cloud for easy access to the appropriate level. This makes for training and onboarding of our leadership efficient and easy to help them be more effective leaders in the AHA.

Reno-Tahoe Equestrian Centre – To achieve the goals of the riding academy several analytics are in place and reviewed monthly. It is through this monitoring that adjustments can be made to ensure the stability of the program. We monitor the lesson and horse counts, productivity by a teacher, cultivations to compete and memberships to AHA. Again, we’ve completed over 35,000 lessons since inception.

Stakeholder Management

Tri Delta Fraternity Bylaws Committee Chair – This biennium, 2018-2020, the Bylaws Committee led the organization through 74 amendments in the organizations first virtual Convention of 240 delegates and over 500 members on the Convention call. Amendments in this organization are somewhat similar to our resolutions. We worked diligently in the months prior to Convention to enlist the support of stakeholders to support the various amendments. This organization has

willingly shared with the Arabian Horse Association all the tools to ensure the AHA virtual Convention is a success. In the post-Convention survey our membership 100% said the townhalls conducted prior to Convention were extremely beneficial in their preparation for voting and understanding of the amendments.

Strategic Visioning

There is only one way to envision the future world in which we live. To survive there must be innovation, there must be engagement with membership. As COVID-19 roars on people are seeking activities that are safe and enjoyable for themselves and their families. We are seeing huge increases in interest for riding our Arabian horses. This opportunity must be captured by the Arabian Horse Association. With proper tools the vision of membership growth can come to light even during the pandemic.

I've lived my entire adult life focused on this breed and increasing participation through my various aforementioned roles. I have been blessed with opportunities to serve in businesses outside the AHA that bring a multitude of competencies and networks what will contribute to my leadership of the Arabian Horse Association. I believe that, perhaps, my greatest quality offered to AHA is my long-term grasp and focus on the future.

DEBORAH L. JOHNSON, MA

2455 Rhodes Rd, Reno, NV 89521

775 720 3548

deborah@renotahoearabians.com

EDUCATION

Master of Arts, Speech Communication

University of Nevada, Reno 1997

Bachelor of Science, Business Administration

University of Nevada, Reno 1992

Safe Sport Certified

JUDGING EXPERIENCE

National Accredited Judge, Arabian Horse Association, 1998-Present

Adjudicated over 290 international and United States open and Arabian shows.

US National Show 2016, 2014, 2011, 2006, 2003, 2001, Canadian National Show 2004,
Scottsdale Arabian Show 2019, 2017, 2015, 2013, 2011, 2006, 2004; Youth National Show 2018, 2009;
South Africa 2007

Registered Judge, United States Equestrian Federation, 1993-Present

PROFESSIONAL EXPERIENCE

Owner/President, Reno-Tahoe Equestrian Centre Inc., Reno, NV 2006-present

Owner, Deborah Johnson Training, LLC, Minden, NV 1995-2006

32 National Champions and hundreds of National Top Ten Awards- US, Canada, Youth
Divisions include: Saddle Seat Equitation, Show Hack, Working Cow Horse, Hunter Seat Equitation-not to
jump, Hunter Pleasure, Country English Pleasure, Reining, English Pleasure, Native Costume, Ladies Side
Saddle, Stock Seat Equitation, Western Horsemanship, Showmanship and In-Hand/Conformation

Instructor, University of Nevada Reno, Equine Department, 2005-2006

Instructor, University of Nevada Reno, Communication Department, 1999-2004

VOLUNTEER EXPERIENCE

UNITED STATES EQUESTRIAN FEDERATION

National Breeds & Discipline Council, 2018-2022

Arabian Rules Committee, 2016-2021

ARABIAN HORSE ASSOCIATION

Vice President, 2016-2020

National Chair, Strategic Planning, 2020, Youth of the Year Selection 2020, Equitation/Showmanship
2012-2016, Market Development and Promotion 2016

National Vice Chair, Market Development and Promotion-2013-2015, Agenda & Resolutions 2010-2016, Youth Activities (past), Equitation (past), Working Western (past)

National Committee Member, Budget and Finance 2016-2020, Executive Vice President Selection 2019, Handbook ad hoc, 2018-2020, Strategic Planning ad hoc 2013-2015, Market Development & Promotion 2008-2016, Nominating Committee, 2011-2016, Competitions Advisory 2005-2009, Professional Horsemen, Annual Convention Planning, Equitation and Showmanship, Youth Activities, Working Western

Delegate At Large, Region 3 of Arabian Horse Association 2009-2013
Delegate, Arabian Reined Cow Horse Association, 1995-2005, 2014-2020

REGION 3 OF ARABIAN HORSE ASSOCIATION

Director, Region 3 of Arabian Horse Association, 2005-2009
Vice Director and Youth Coordinator, Region 3 of Arabian Horse Association 2001-2005
Secretary, Region 3 of Arabian Horse Association 2013-2017
Scholarship Chair, Region 3 of Arabian Horse Association 1997-present
Judges Selection Committee Chair, Region 3 2009-present
Webmaster, Region 3 2018-2020

DELTA DELTA DELTA

Fraternity Bylaws Committee & Resolutions Committee Chair, Delta Delta Delta Fraternity 2018-2022
Bi3d Facilitator, Nevada, 2019
Fraternity Bylaws Committee, Delta Delta Delta Fraternity 2014-2018
Leadership Development Committee, Delta Delta Delta Fraternity, 2010-2014
Collegiate Chapter Coordinator/West, Delta Delta Delta Fraternity, 2008-2010
Collegiate District Officer, Delta Delta Delta Fraternity, 1999-2008
President, Delta Delta Delta Reno Alumnae Chapter 2013-2017
Co-Alumna Advisor, Delta Delta Delta, University of Nevada 1995-1999
New Member Advisor, Delta Delta Delta, University of Nevada 1993-1995
Panhellenic Representative, Delta Delta Delta, Reno Alumnae Chapter, 1992-1993

JUNIOR LEAGUE

President, Junior League of Reno, 2010-2011
President-Elect, Junior League of Reno 2009-2010
Vice President, Junior League of Reno 2008-2009
Committee Chair, Junior League of Reno 2003-2005, 2007-2008 Assist Chair 2005-2007
Sustainer Advisor-Nominating and Placement, Junior League of Reno 2013-2014

SILVER SIRE BREEDERS

Board Member, Silver Sire Breeders, 2010-2022

MT. ROSE WOMEN

Member 2012-present



ARABIAN HORSE ASSOCIATIONSM

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AHA 0211 (6/20)

**ARABIAN HORSE ASSOCIATION
EXECUTIVE COMMITTEE
INDIVIDUAL LEADERSHIP PROFILE**

ABOUT THE NOMINATING COMMITTEE (NC)

The NC of the AHA identifies and develops current and future candidates for service on the Executive Committee. The NC provides information to the voting delegates and attendees at Convention so the membership can learn about you as an individual, your goals, and your ideas and vision for the Association.

All candidates who are open to serving in an AHA leadership role will be asked to submit a completed Leadership Profile and all supporting materials to the Nominating Committee by August 1st.

Part 1 – Tell us how to find you.

- Name: Lisa Blackstone
- Telephone: (770) 314-9089
- E-mail: lisa@lisablackstone.com
- Address: 425 Sable Court, Alpharetta, GA 30004

Part 2 – Officer positions.

Please indicate the office for which you are seeking nomination:

_____ President (two-year term) X Vice President (two-year term)

_____ Secretary (two-year term) _____ Treasurer (two-year term)

Part 3 – Tell us about yourself. (SEE ATTACHED)

Please include a current resume, Curriculum Vitae (CV) or bio with your completed Leadership Profile – the goal is for the AHA delegates to learn as much about your accomplishments, skills and talents as they can, regardless of the format. Be sure to include:

- Your professional experience(s) and associations, special training or certification(s), and degree(s) earned.
- Your volunteer/community/civic or public service organization involvement(s).
- Your Arabian Horse Association experience (past and present).
- Your interests and passions – tell us a little bit about what you love to do.

Part 4 – Tell us about your vision. (SEE ATTACHED)

We want to learn more about your ideas and wishes for the Arabian Horse Association. Please respond to the questions listed below for the office you are seeking. The medium is up to you: write an essay or letter, create a PowerPoint presentation, and make a video...whatever you can imagine. We aren't focused on the format of the presentation, but on the content behind it – our goal is to better understand your communication style, leadership style, strengths and talents, and vision for the Association. (Note: We must be able to receive your submission via e-mail and should be able to review it in 5-10 minutes.)

PRESIDENT

1. What steps would you take to ensure the membership of the organization continues to grow and how would you see development of a marketing communication plan that promotes all AHA products and services?
2. As strategic plans are rolling documents guiding the organization, describe a methodology you have used to prioritize the goals of the organization.

VICE PRESIDENT

1. Provide a strategy you would utilize to review AHA Bylaw and rule changing processes to improve the proposal, impact review and approval of proposed rule changes.
2. Imagine you have been invited to attend AHA's next Executive Committee meeting. They are re-evaluating the Association's strategic priorities and would like your input. How would you prepare for the discussion in order to enhance the conversation at the meeting? What do you think the Association's strategic priorities should be? How should we achieve them?

SECRETARY

1. Provide an example of how you would assist AHA in creating avenues to help people participate in competitive programs.
2. Describe a time when you effectively integrated some combination of financial, company or organization position/goals and industry data and other indicators into a strategic plan or initiative.

TREASURER

1. Using any example, demonstrate how you have worked with a multi-year budget with a focus to increase revenue generation and profit margin.
2. How would you envision increasing total organization revenue by 5% in two fiscal years?

Part 5 – Demonstrated Competencies. (SEE ATTACHED)

While no leader can perform at the leading/expert proficiency level for all competencies, this scale helps gauge where you may be performing at a particular point in time – and how you can further develop. For leadership-level roles, candidates should be at or above in an “apply” proficiency level for most competencies.

Please self-evaluate your proficiency level by each competency listed below using the following scale:

1 – Aware; 2 – Supply; 3 – Apply; 4 – Guide; 5 – Lead

Select at least two of your strongest competencies and provide further information. Please limit your examples to 300 words and utilize examples from AHA experience as well as your professional and other volunteer experiences. Complete as many competency forms as you would like.

Executive Committee Competencies:

- Business Acumen
- Collaboration
- Developing Others
- Innovation
- Inspiring and Motivating Others
- Integrity and Ethics
- Results Orientation
- Stakeholder Management
- Strategic Visioning

President Competencies:

- Ambassadorship
- Communication
- Conflict Management
- Decision-Making
- Delegating
- Diplomacy
- Influence and Persuasion
- Prioritizing
- Team Development

Thank you for your support of the Arabian Horse Association. Please submit your Leadership Profile and all supporting materials to joleen.white@arabianhorses.org by August 1.

PART 1 - Tell us how to find you.

Lisa Blackstone
770-314-9089
Lisa@LisaBlackstone.com
425 Sable Court
Alpharetta, Georgia 30004

PART 2 - Officer Positions.

Seeking Vice-Presidency (two-year term)

PART 3 - Tell us about yourself.

Lisa Blackstone graduated from the University of Georgia with a Bachelor of Arts degree in Philosophy. She transitioned into the financial world as a stockbroker and a decade later returned to law school and earned a legal degree from her alma mater.

She now has her own law practice in the Atlanta, Georgia area. As a founding member of the Equine Section of the Georgia Bar, Lisa merged her legal expertise with her knowledge of the horse industry and represented many of Atlanta's top equestrian facilities, trainers and horse owners as well as practicing as a general civil litigator with focus on family law and estate planning.

Mentored by her mother Jean Blackstone, Lisa began riding horses as a child, learning the fundamentals of horsemanship, judging and showing. Later, they operated a family-owned Arabian horse training and breeding business, Onyx Arabians, producing many national champions, reserve national champions and top ten show horses. At the peak of their business, Onyx Arabians was breeding 20 mares a year, and had over 125 head of horses in their care.

She is an active participant in the political process governing equine sport. Besides serving on the Executive Committee of the Arabian Horse Association and as former chair of the Marketing Development and Promotions committee, she is currently Chair of the USEF Ethics Committee, co-Chair of the USEF Hearing Committee, and sits on the USEF Licensed Officials and Governance Committees. Lisa served for eight years as the Region 12 Director on the Board of AHA.

Lisa has been an active Arabian horse show judge since 1994 and regularly judges some of the industry's largest shows.

Devoted to the concept of using the latest technology to reach an audience, she created a website designed to teach children about horses and horsemanship through the use of online video instruction, www.horseandriderclub.com. Lisa developed "The Horse Show App", a smartphone application bringing live horse show information to exhibitors and spectators on their phones.

Lisa was the host of Atlanta's "Horse and Rider Radio Show", which aired weekly with live streaming video on the internet. The show was dedicated to discussions relevant to the new horse owner with advice about how to get started.

She resides in Alpharetta, Georgia (on the outskirts of Atlanta), has two Arabian horses, and competes locally, regionally and nationally as an amateur. Lisa is married and has one son, a recent Summa Cum Laude graduate from the University of Georgia. Her husband, Stephen, was a professor of Finance at Emory University before founding his own sales-enablement company serving top technology enterprises, FinListics Solutions, Inc.

PART 4 - Tell us about your vision.

Lisa has dedicated most of her adult life to volunteer service to the IAHA and then the AHA. She witnessed the Arabian horse industry's growth in the 1970s and 1980s and now it's decline over the past 15 years with increasing concern. She feels the next few years in our history are vital to our survival. Bold and innovative decision-making are needed to navigate our way beyond "how we've always done it" to preserve our organization. As memberships and registrations have been on the decline at 6-7% per year in the last ten years, AHA has become more and more dependent on event income. Our business has changed, but our business model has not. It is time to find out how we become more relevant in a changing world. She still believes there is a natural affinity for horses among most young kids. Now, more than ever, we need to show the benefits of involvement with our Arabian Horse.

Subpart Question: Provide a strategy you would utilize to review AHA bylaw and rule changing processes to improve the proposal, impact review and approval of proposed rule change.

"My 'strategy' would be to appoint a panel of people extremely well versed in similar corporate processes and procedures to evaluate our own. I think the Executive Committee sometimes gets bogged down in trying to fix problems we do not have the collective skill sets to accomplish. By asking experts we have a better chance at success. If, instead, this question is what would I do to improve our rule changing processes, I answer that we need a standard process for assessing the holistic impact on AHA of proposed rule changes. This includes the impact on AHA operations, as well as, exhibitors, trainers, breeders and others. We must always balance competing interests for the best of the organization and avoid unintended consequences."

Subpart Question: Imagine you have been invited to attend AHA's next Executive Committee meeting. They are re-evaluating the Association's strategic priorities and would like your input. How would you prepare for the discussion in order to enhance the conversation at the meeting? What do you think the Association's strategic priorities should be? How should we achieve them?

"Luckily, I do not need to imagine such a meeting. I have already attended several in the last two years on the EC. The best preparation for strategic planning is knowing FACTS. Without reliable facts, we cannot successfully move forward. I believe our strategic planning process is strong and was built in part by reaching out to our members for input. Our guiding principles, cultivating growth in this changing environment, building trust in AHA and fostering teamwork are all valid. The focus areas, like developing a market plan, streamlining our business, and ensuring fiscal responsibility are all easy to write on paper. The key, now, is implementation of our plan. Without follow up and dedication to the plan, it is a futile effort."

PART 5 - Demonstrated Competencies.

Please self-evaluate your proficiency level by each competency listed below using the following scale: 1-aware, 2-supply, 3-apply, 4-guide, 5-lead

- 5 Business Acumen
- 5 Collaboration
- 3 Developing Others
- 4 Innovation
- 5 Inspiring and Motivating Others
- 5 Integrity and Ethics
- 4 Results Orientation
- 4 Stakeholder Management
- 4 Strategic Visioning

Over the years Lisa has demonstrated certain competencies inherent in her personality and profession that will serve her well as a Vice President of AHA. She opened and successfully operated her own law firm handling all the books, bringing in new clients, as well as practicing law. The entrepreneurial experience teaches valuable skills that translate into other areas of one's life.

Thinking on your feet, managing employees to gain maximum performance, conflict resolution among employees, delegating duties among employees, and keeping a happy "team" in place are just some of these skills.

Besides a practicing attorney, Lisa is also a licensed mediator and has spent hours finding resolution between opposing parties as an alternative to litigation. These communication skills will be invaluable as a Vice President of AHA as we navigate our relationships among various equine partners.

Thank you for considering Lisa as your Vice President.

LISA BLACKSTONE
lisa@lisablackstone.com 770-314-9089
Alpharetta, Georgia

LEGAL CAREER SUMMARY

Skilled attorney with over 20 years of experience as a practicing general civil litigator. Practice areas include real estate, family law, probate and estate planning. Certified mediator resolving cases without the need of litigation. Founding member of the Equine Section of the Georgia Bar, educating and informing Georgia horse owners about relevant legal issues.

EDUCATION

University of Georgia, 1979, B.A. in Philosophy, Summa Cum Laude
University of Georgia, 1997, Juris Doctor
Mediation Certification, 2003

PROFESSIONAL HISTORY

1980 - 1981 "Name That Tune", Hollywood, California (that's a long story!)
1982 - 1986 Stock broker at the Robinson Humphrey Company, Atlanta, Georgia
1987 - 1993 Onyx Arabians breeding farm, Alpharetta, Georgia
1994 - 1997 UGA law school
1997 - 2006 Blackburn, Walther and Sloan, attorney
2006 - 2018 Lisa B. Blackstone, LLC, sole proprietor
2019 - retired

LEGAL SKILLS

Critical thinking on complex issues
Logical approach to problem solving
Finding resolution to problems without unnecessary controversy and legal expenses
Forming compelling arguments on critical issues

EQUINE EXPERIENCE

Manager of family owned Onyx Arabians in the 1980s and 1990s
Amateur exhibitor from childhood to present, earning many National and Regional titles
Arabian Judge since 1994, judging some of the industry's largest shows

EQUINE VOLUNTEER EXPERIENCE

IAHA Board of Directors, Region 12, 1994 - 1998
IAHA Ethical Practices Review Board, served for ten years in the 1990s.
AHA Probable Cause Panel, 2016 - 2017
AHA Board for Directors, Region 12, 2014 -2018
AHA Executive Committee, 2018 - 2020
AHA Budget and Finance Committee, 2020
AHA Emergency Task Force, 2020

MDP member 2014 to present; Chair, 2016 - 2018
USEF, Hearing Committee, 2013 - present, Co-Chair
USEF, Ethics Committee, 2013 - present, Chair
USEF, Governance Committee, 2018 - present, member
USEF, Licensed Officials Committee, 2018 - present, member

MISCELLANEOUS EQUINE-RELATED ACTIVITIES

The Horse Show App - Developed a smart phone technology to follow horse shows and provide exhibitors with information including, names of entries, class results, horses for sale, etc.

Horse and Rider Radio - Served as the host on this Atlanta radio show in the mid 2000s, fielding questions about how to get families started in the horse world with their kids.

Horse and Rider Website - Developed a website to attract new youth into our sport which is still active and effective. (See www.horseandriderclub.com)



ARABIAN HORSE ASSOCIATIONSM

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Aurora, Colorado 80014 | Fax 303-696-4599
www.ArabianHorses.org | info@ArabianHorses.org

AHA 0211 (6/20)

**ARABIAN HORSE ASSOCIATION
EXECUTIVE COMMITTEE
INDIVIDUAL LEADERSHIP PROFILE**

ABOUT THE NOMINATING COMMITTEE (NC)

The NC of the AHA identifies and develops current and future candidates for service on the Executive Committee. The NC provides information to the voting delegates and attendees at Convention so the membership can learn about you as an individual, your goals, and your ideas and vision for the Association.

All candidates who are open to serving in an AHA leadership role will be asked to submit a completed Leadership Profile and all supporting materials to the Nominating Committee by August 1st.

Part 1 – Tell us how to find you.

- Name Duane Esser
- Telephone 513-941-2737
- E-mail duane@esservalleyarabians.com
- Address 9057 Jordan Rd, Cleves, Ohio 45002

Part 2 – Officer positions.

Please indicate the office for which you are seeking nomination:

- President (two-year term) X Vice President (two-year term)
 Secretary (two-year term) Treasurer (two-year term)

Part 3 – Tell us about yourself.

Please include a current resume, Curriculum Vitae (CV) or bio with your completed Leadership Profile – the goal is for the AHA delegates to learn as much about your accomplishments, skills and talents as they can, regardless of the format. Be sure to include:

- Your professional experience(s) and associations, special training or certification(s), and degree(s) earned.
- Your volunteer/community/civic or public service organization involvement(s).
- Your Arabian Horse Association experience (past and present).
- Your interests and passions – tell us a little bit about what you love to do.

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PRESIDENT

1. What steps would you take to ensure the membership of the organization continues to grow and how would you see development of a marketing communication plan that promotes all AHA products and services?
2. As strategic plans are rolling documents guiding the organization, describe a methodology you have used to prioritize the goals of the organization.

VICE PRESIDENT

See attached files

1. Provide a strategy you would utilize to review AHA Bylaw and rule changing processes to improve the proposal, impact review and approval of proposed rule changes.
2. Imagine you have been invited to attend AHA's next Executive Committee meeting. They are re-evaluating the Association's strategic priorities and would like your input. How would you prepare for the discussion in order to enhance the conversation at the meeting? What do you think the Association's strategic priorities should be? How should we achieve them?

SECRETARY

1. Provide an example of how you would assist AHA in creating avenues to help people participate in competitive programs.
2. Describe a time when you effectively integrated some combination of financial, company or organization position/goals and industry data and other indicators into a strategic plan or initiative.

TREASURER

1. Using any example, demonstrate how you have worked with a multi-year budget with a focus to increase revenue generation and profit margin.
2. How would you envision increasing total organization revenue by 5% in two fiscal years?

Part 5 – Demonstrated Competencies.

While no leader can perform at the leading/expert proficiency level for all competencies, this scale helps gauge where you may be performing at a particular point in time – and how you can further develop. For leadership-level roles, candidates should be at or above in an “apply” proficiency level for most competencies.

Please self-evaluate your proficiency level by each competency listed below using the following scale:

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Select at least two of your strongest competencies and provide further information. Please limit your examples to 300 words and utilize examples from AHA experience as well as your professional and other volunteer experiences. Complete as many competency forms as you would like.

Executive Committee Competencies:

- Business Acumen
- Collaboration
- Developing Others
- Innovation
- Inspiring and Motivating Others
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- Results Orientation
- Stakeholder Management
- Strategic Visioning

President Competencies:

- Ambassadorship
- Communication
- Conflict Management
- Decision-Making
- Delegating
- Diplomacy
- Influence and Persuasion
- Prioritizing
- Team Development

Thank you for your support of the Arabian Horse Association. Please submit your Leadership Profile and all supporting materials to joleen.white@arabianhorses.org by August 1.

VP answers

1. Provide a strategy you would utilize to review AHA Bylaw and rule changing processes to improve the proposal, impact review and approval of proposed rule change

Bylaws are the most important legal document of any organization, whether it is a corporation, association or partnership. AHA's Bylaws and governing documents must contain the information for the Executive Committee to operate effectively and efficiently. Bylaws exist to provide structure for the Executive Committee's governance, to determine the rights of our members, and to provide procedure for exercising members' rights all while protecting our association against the risk of legal challenges. Our Bylaws and rules must be maintained as an ongoing process embracing change to align with the vision, mission, purposes and strategic priorities of our association.

As Vice President I would collaborate with the Bylaws committee for ongoing review of our Bylaws to ensure they are aligned with the strategic priorities of our association specifically pertaining to governance improvement and efficiency. The ongoing process and continuation of always evaluating our bylaws and how they work for us as an organization in our current world is vital to our efficiency and survival as an Association.

2. I believe the strategic priorities for our association include continuing the path of fiscal soundness, promotion and growth of the equine industry to those who have not considered involvement with AHA, and the retention of the Arabian horse owners and members we currently have through positive engagement and membership value.

To achieve these strategic plans we must continue to evaluate the strengths and weaknesses of the AHA, we must actively seek opportunities and be aware of organizational threats and we must be aware of all the competing industries and activities vying for the dollars of our members and potential new members. We must continue to look at least 5 years out or more with long range planning involving our leadership and our valued staff. We must involve all segments of our membership and be transparent in the process to have full support of all of AHA. We are in a position to utilize technology in a way to provide additional support to our clubs and to enhance their experience with the leadership of the AHA. We can provide ways to engage with our membership in ways and mediums that are efficient and transparent. We can collaborate with members and encourage members to participate with us in ways they perhaps never thought possible. These steps will allow AHA to move forward as an organization with an entire membership empowered to be our breed ambassadors sharing the story and passions about the Arabian horse. Going forward in the future I see the value of the AHA membership as a form of loyalty to the Arabian Horse and not viewed as a have to obligation to compete with

our Arabian Horses. I would like to see us change the mindset of members having to join just to compete.

I also believe there have been untapped resources and creative implementation of local and regional competition to build a stronger base within our industry. AHA has put a tremendous amount of time and energy building our national events while our grassroots deplete. We have done a tremendous job on creating prestigious national events. Now we must fuel those events and keep them alive with a strong grassroots local and regional plan that is inviting to new owners and potential future breeders.

Competencies

Collaboration

When I think of collaboration, I think of the ability to work with others to achieve set forth goals. I've always felt that this was a tremendous strength of mine. When working with others I am always interested to know and understand their thoughts and ideas. In doing so this makes the project or the goal enhanced. Recently I was chair of the AHA National show commission ad hoc committee. This involved a great committee of volunteers that were representation of all national shows. As a group we began to evaluate many successful shows across the country and then come together and compare it to what we as AHA are doing. At times there were tension in discussion but we always managed to work through and keep the respect of each other and our eye on our intentional goal.

Inspiring and motivating others:

Inspiring and motivating others has always been a huge part of who I am. There are so many people in the world that have no idea the inner power and talent that lies dormant. A lot of times I can see it more than the one that owns it. I love developing new people. I have done it my whole life in my business day to day. This also comes under the same title of developing others. This is so important for our future. It is vital in my day to day Business to bring new people forward and discover who has the ability to carry on.

Innovation and strategic visioning:

Innovation is creativity. I have a very creative mind and I always enjoy coming up with new ideas in so many areas. Taking the experience classes to youth nationals I believe is a great way to invite new people into the world of showing Arabian Horses while showing young trainers a new way of doing strategic business to stimulate breed growth.

Duane A. Esser

9057 Jordan Road- Cleves, Ohio 45002

H: 513-941-2737 W: 513-941-2737 F: 513-941-2737 Cell: 513-325-6373

E-mail: duane@esservalleyarabians.com

AHA Member #386957
AHA Judge #1002 N/R

USEF Member # 135872
NSHR Member/ & BOD
MWNSH Member & BOD

Background

Ownership:

Arabian, ASB, NSH, Show Horse Alliance since 1974

Training:

Arabian, ASB, NSH, Show Horse Alliance (1975-Present)

Breeding/Farm

Since 1978

Esser Valley Arabians (1974-Present)

Show Experience:

Showing: US Nationals (1978-Present)

NSH Finals since its inception

Committee Volunteer

National Show Horse Registry Board of Director/Treasure

Diamond Oaks Equine Science Advisory Board member

AHA Judges and Stewards Steering Committee-Chair

KARABS Member- President/Vice President since 2000

USEF Hearing Committee Member

2014-2018 AHA Region 14 Director

AHA Competitions Advisory Committee member

AHA Regional Restructure Committee Member

AHA National Shows Commissions AD-HOC Committee Chair

Education/Employment

Education:

La Salle High School -Cincinnati, OH

University of Cincinnati -Cincinnati, OH

College of Business Administration 1980-1984

Equine Education:

Arabian and NSH Judges Seminars since 1990

Employment:

Self-employed Horse Trainer/Breeder- Esser Valley Arabians

Judging Experience:

Received USEF/AHA/NSH Judges Card in 1990

US Nationals, Canadian Nationals, and Youth Nationals.

Scottsdale and Most Regional Championships in North

America. Many NSH District Championships. International

Judging assignments in South Africa.

Accomplishments:

2009 USEF Pegasus Medal of Honor Recipient

2007 & 2016 Region 14 Trainer of the Year

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2009 USEF Pegasus Medal of Honor Recipient

2007 & 2016 Region 14 Trainer of the Year

2016 AHT Readers' Choice Judge of the Year

2018 Region 14 Volunteer of the Year
2020 Region 14 Hall of Fame Inductee
2019 APAHA Horseman of The Year

Showing Experience:

Multiple National Championships and Top Tens in many Divisions on the Regional and National level with Arabian, Half-Arabian, NSH, Show Horse Alliance, Renai World Cup Championships.



ARABIAN HORSE ASSOCIATIONSM

10805 East Bethany Drive | Phone 303-696-4500
Aurora, Colorado 80014 | Fax 303-696-4599
www.ArabianHorses.org | Info@ArabianHorses.org

AHA 0211 (5/15)

**ARABIAN HORSE ASSOCIATION
EXECUTIVE COMMITTEE
INDIVIDUAL LEADERSHIP PROFILE**

ABOUT THE NOMINATING COMMITTEE (NC)

The NC of the AHA identifies and develops current and future candidates for service on the Executive Committee. The NC provides information to the voting delegates and attendees at Convention so the membership can learn about you as an individual, your goals, and your ideas and vision for the Association.

All candidates who are open to serving in an AHA leadership role will be asked to submit a completed Leadership Profile and all supporting materials to the Nominating Committee by August 1st.

Part 1 – Tell us how to find you.

- Name David B. Corning
- Telephone (360) 951-8626
- E-mail dave.corning@msn.com
- Address PO Box 12689, Olympia, WA 98508-2689

Part 2 – Officer positions.

Please indicate the office for which you are seeking nomination:

President (two-year term) Vice President (one-year term)
 Secretary (one-year term) Treasurer (two-year term)

Part 3 – Tell us about yourself.

Please include a current resume, Curriculum Vitae (CV) or bio with your completed Leadership Profile – the goal is for the AHA delegates to learn as much about your accomplishments, skills and talents as they can, regardless of the format. Be sure to include:

- Your professional experience(s) and associations, special training or certification(s), and degree(s) earned.
- Your volunteer/community/civic or public service organization involvement(s).
- Your Arabian Horse Association experience (past and present).
- Your interests and passions – tell us a little bit about what you love to do.

Part 4 – Tell us about your vision.

We want to learn more about your ideas and wishes for the Arabian Horse Association. Please respond to the questions listed below for the office you are seeking. The medium is up to you: write an essay or letter, create a PowerPoint presentation, and make a video...whatever you can imagine. We aren't focused on the format of the presentation, but on the content behind it – our goal is to better understand your communication style, leadership style, strengths and talents, and vision for the Association. (Note: We must be able to receive your submission via e-mail and should be able to review it in 5-10 minutes.)

PRESIDENT

1. What steps would you take to ensure the membership of the organization continues to grow and how would you see development of a marketing communication plan that promotes all AHA products and services?
2. As strategic plans are rolling documents guiding the organization, describe a methodology you have used to prioritize the goals of the organization.

VICE PRESIDENT

1. Provide a strategy you would utilize to review AHA Bylaw and rule changing processes to improve the proposal, impact review and approval of proposed rule changes.
2. Imagine you have been invited to attend AHA's next Executive Committee meeting. They are re-evaluating the Association's strategic priorities and would like your input. How would you prepare for the discussion in order to enhance the conversation at the meeting? What do you think the Association's strategic priorities should be? How should we achieve them?

SECRETARY

1. Provide an example of how you would assist AHA in creating avenues to help people participate in competitive programs.
2. Describe a time when you effectively integrated some combination of financial, company or organization position/goals and industry data and other indicators into a strategic plan or initiative.

TREASURER

1. Using any example, demonstrate how you have worked with a multi-year budget with a focus to increase revenue generation and profit margin.
2. How would you envision increasing total organization revenue by 5% in two fiscal years?

Part 5 – Demonstrated Competencies.

While no leader can perform at the leading/expert proficiency level for all competencies, this scale helps gauge where you may be performing at a particular point in time – and how you can further develop. For leadership-level roles, candidates should be at or above in an “apply” proficiency level for most competencies.

Please self-evaluate your proficiency level by each competency listed below using the following scale:

1 – Aware; 2 – Supply; 3 – Apply; 4 – Guide; 5 – Lead

Select at least two of your strongest competencies and provide further information. Please limit your examples to 300 words and utilize examples from AHA experience as well as your professional and other volunteer experiences. Complete as many competency forms as you would like.

Executive Committee Competencies:

- 5 Business Acumen
- 5 Collaboration
- 4 Developing Others
- 4 Innovation
- 4 Inspiring and Motivating Others
- 5 Integrity and Ethics
- 5 Results Orientation
- 4 Stakeholder Management
- 3 Strategic Visioning

President Competencies:

- Ambassadorship
- Communication
- Conflict Management
- Decision-Making
- Delegating
- Diplomacy
- Influence and Persuasion
- Prioritizing
- Team Development

Thank you for your support of the Arabian Horse Association. Please submit your Leadership Profile and all supporting materials to joleen.white@arabianhorses.org by August 1.

DAVID B. CORNING

PO Box 12689 Olympia, WA 98508-2689
360-951-8626 | Dave_Corning@msn.com

SUMMARY

EMPLOYMENT HISTORY

DST Arabians 2002-Present

Tammy, Sienna and I have bred over 50 Arabians and half-Arabians, normally two to three horses per year. Our stallion, Justify, is standing at Om El Arab. Our horses have shown in Halter, English, Country English, Show Hack, Hunter and Western Pleasure. The Arabians and Half-Arabians not in training are at our farm on Cooper Point outside Olympia, Washington.

Music industry: Partner in two record companies, a music publishing company and a recording studio 1981- Present. We had an a cappella group perform on TV show The Comish, and have placed several songs in movie soundtracks (B- movies!). Doesn't make a lot of money, but is a lot of fun and creates great memories.

Microsoft Corporation 1981 - 1998

I was the 105th employee of Microsoft, hired as a retail accountant. One night at 5 o'clock Steve Ballmer, Craig Watjen and I began creating Microsoft's first budget on Multiplan, a product that then was in development. We finished at 7 in the morning. For the next 10 years I led the budgeting department, and coordinated the company's sales forecast model and quarterly profit and loss forecast. During the period I managed the budget group, Microsoft grew between ranges of 40% to 100% per year. Every year profit exceeded the budget. When the company got so large that we had to migrate computer systems, my group completed one last budget while a new group formulated a new budgeting model on the new system. I joined the Investor Relations group, hosting presentations to

retail analysts. When the Director retired, I served as interim Director for a year. By this time, Microsoft was getting huge, and jobs getting much more defined and narrow. Having grown up with the company, I knew people all over the company. I joined the Internal Audit group, which audits groups for compliance. I didn't really have those skills, but I could help groups fix their problems, letting them take the credit. A six week stint in Ireland building spreadsheets to identify advances and matching invoices for translating Microsoft products into various languages was my last major project. When I left Microsoft to move to Olympia and marry Tammy, the company had over 26,000 employees.

John Fluke Manufacturing Company 1978- 1981

I was hired as a general staff accountant, and promoted to General Accounting Supervisor. During my time at Fluke, two of us unraveled a \$3 million discrepancy between the General Ledger and the detailed Accounts Receivable ledger. This was just before personal computers, so the reconciling items went onto a thirteen column pad. Fluke had an in-house developed Accounts Receivable system, and punch cards were used to clear items. No one had ever reconciled that the invoices that had been paid actually were removed from the Accounts Receivable ledger.

Social Security Administration 1974

Temporary GS-5 position to review SSI conversions to see if individuals were qualified for SSI.

United States Army 1972-1974 United States Army Reserves 1974-1989

Second Lieutenant in the Military Police, running security shift at Sierra Army Depot, in Herlong, California. While the mission of Sierra was classified, mostly it seemed that we were guarding jackrabbits and coyotes and occasional bull snakes. The most action we saw was when a drunk got off a freight train thinking our perimeter lights were Reno! In the Army Reserve, I was primarily a training committee officer or an administrative officer. I retired as a Major.

College jobs: Rolled coins for Loomis Armored Car Service. Maintenance for Rainier Ice and Cold Storage, flash freezing peas. Maintenance man for The Bon Marche department store. Usher for Seattle Supersonics and concerts at Seattle Center. Helper at test equipment calibration center for Boeing.

VOLUNTEER EXPERIENCE

- 2009-2013, Treasurer, *Arabian Horse Association*
- 2019-2020
- Lance Walters recruited me to join the Budget and Finance Committee in February 2009. At the budget meeting, we discovered that AHA was almost \$2 million in debt to itself. A few months later Glenn Petty hired Brad Short. Served as Treasurer of Arabian Horse Association from November 2009 to November 2013. With the support of President Lance Walters, Executive VP Glenn Petty and Controller Brad Short, implemented purchase order requisition system to help control expenses. During this period, Sweepstakes was repaid with interest the principle that had been inadvertently borrowed. Worked with Lance, Glenn, Brad and the Budget and Finance Committee to put in place budgets that were achievable and would restore AHA to fiscal soundness. With help of Glenn, Brad and the Board of Directors, actually funded the Reserve Fund, which had been on the books but not funded. Reserve today is over \$500k.
 - Began second stint as Treasurer in November, 2018. Timing is everything; during the first year the judge in the PAT lawsuit ordered AHA to pay additional legal expenses, and the second year saw the Covid-19 pandemic. I am hoping that you will reelect me so that I can help to guide AHA through the recovery process!
 - Member Budget and Finance Committee February 2009 to present.
- 2004-2008 Member, Minnesota Arabian Horse Breeders, Inc.
- Served as Treasurer for 4 years, during which time I received all funds, paid all bills and filed all taxes.
- 1967-present Member, *Alpha Phi Omega, National Service Fraternity (Currently over 25,000 students active on over 350 college campuses)*
- Joined Gamma Alpha chapter of Alpha Phi Omega at the University of Washington.
 - Served as Region XI Director and member of the Board of Directors for 6 years. Helped start 17 chapters from Stevens Institute in New Jersey to the University of Alaska – Fairbanks. I am still a member of the Finance Committee.

EDUCATION

- 1977 Master of Accounting, Oklahoma State University

- 1976 Bachelor of Science in Accounting, Central Washington University
- 1972 Bachelor of Arts in Sociology, University of Washington
- 1980 Passed Certified Public Accountant exam, but did not practice public accounting.



ARABIAN HORSE ASSOCIATION EXECUTIVE COMMITTEE INDIVIDUAL LEADERSHIP PROFILE

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All candidates who are open to serving in an AHA leadership role will be asked to submit a completed Leadership Profile and all supporting materials to the Nominating Committee by August 1st.

Part 1 – Tell us how to find you.

- Name: **Janice Decker**
- Telephone: **(317) 372-1061**
- E-mail: **jandecker1@sbcglobal.net**
- Address: **4459 S. 650 W., New Palestine, IN 46163**

Part 2 – Officer positions.

Please indicate the office for which you are seeking nomination:

- | | |
|---|---|
| <input type="checkbox"/> President (two-year term) | <input type="checkbox"/> Vice President (two-year term) |
| <input checked="" type="checkbox"/> Secretary (two-year term) | <input type="checkbox"/> Treasurer (two-year term) |

Part 3 – Tell us about yourself.

Please include a current resume, Curriculum Vitae (CV) or bio with your completed Leadership Profile – the goal is for the AHA delegates to learn as much about your accomplishments, skills and talents as they can, regardless of the format. Be sure to include:

- Your professional experience(s) and associations, special training or certification(s), and degree(s) earned.
 - **I have served as the AHA Secretary since I was elected in 2001.**
 - **I currently serve as the Region 13 show manager and show treasurer.**
 - **I currently serve as the Indiana Half-Arabian Horse Club Treasurer and show manager for the Hoosier Horse Classic show.**
 - **I have managed and do the accounting for the J-D Arabians horse stable since 1969.**
- Your Arabian Horse Association experience (past and present).
 - **I have been very active in local and national club activities. In 1964 I organized the Indiana Half-Arabian Horse Club in Indiana and served as president of that organization in 1964-65 and 1974. Currently I serve as the Treasurer for the Indiana Half-Arabian Horse Club.**

- **I served as President of the Indiana Arabian Horse Club for 5 years 1980-81-82-83-84. Furthermore, I have served on countless committees and boards in various positions for the Half-Arabian and Arabian Horse clubs in Indiana over the past 35 + years.**
- **I have attended IAHA and AHA Conventions as a delegate or member in 1973-76-77-79-83-85 through 2014. I have served on the National Championships and Regional Classes Committee, Professional Horseman Committee, Annual Convention Planning, Show Department Advisory, Education and Evaluation Commission as well as other IAHA and AHA Committees.**
- **I served as the Region 13 Director 1989-1993 and again from 1994-1998.**
- **In 1990 I was elected to the IAHA Education and Evaluation Commission for a 1-year term. In 1991, 1995 and again in 1998 I was elected to three year terms on the IAHA Education/Evaluation Commission and served as Chair of the EEC from 1992 through 1994.**
- **I currently serve as the Chair of the USEF Arabian Rules Committee and serve on the USEF National Breeds and Discipline Council.**
- **Your interests and passions – tell us a little bit about what you love to do.**
 - **I am a self-employed professional horsewoman. My passion has always been the horse. I got my first pony when I was 4 years old and have owned horses since that time. I bought my first Half-Arabian horse in 1955. In 1969 my husband and I built our current facility. We have 22 stalls and an indoor arena. We have owned and operated this Public Stable since that time. We have shown or coached Arabians and Half-Arabians to Top Ten or better at Arabian National Shows in Western Pleasure, Pleasure Driving, Ladies Side Saddle, Native Costume, Equitation and English Pleasure. We continue to pasture board horses; however, we have discontinued active show participation as exhibitors due to the time constraints of other duties and volunteer activities.**
 - **I currently serve as a Show Manager for two shows and I occasionally work for a Horse Show Video Company as a camera operator. I also judge a variety of horse shows each year in various breeds.**
 - **Jim Decker and I have been married since 1960. We have two daughters. The older, Jane Dowler, lives in Villa Grove, Illinois with her husband, Dave. We have two grandsons, Matt and Steven Scoggins and one granddaughter, Kayla Dowler. Our younger daughter, Edna is married to Mark Knight and they have a son, Robert Knight, born July 31, 2003.**
 - **I love to grow a garden each year and can and freeze the produce for my family. I also sew as a hobby.**

Part 4 – Tell us about your vision.

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VICE PRESIDENT

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2. Imagine you have been invited to attend AHA's next Executive Committee meeting. They are re-evaluating the Association's strategic priorities and would like your input. How would you prepare for the discussion in order to enhance the conversation at the meeting? What do you think the Association's strategic priorities should be? How should we achieve them?

SECRETARY

1. Provide an example of how you would assist AHA in creating avenues to help people participate in competitive programs.
 - **I have worked tirelessly over the years to encourage participation in the programs offered by AHA. I have done this by working to simplify programs and rules over the years. I have made every effort to include beginning riders/owners on a level playing field in the show arena. I have promoted and encouraged many rider/owners over the years to participate as members and volunteers in the programs AHA offers at all levels.**
2. Describe a time when you effectively integrated some combination of financial, company or organization position/goals and industry data and other indicators into a strategic plan or initiative.
 - **I have worked over the years as a volunteer officer of AHA to encourage development of Policy and Procedure Manuals, Director Manuals and other documents to simplify and clarify the duties of AHA officers/directors/staff. In recent years I worked with the USEF Arabian Rules Committee to re-write and simplify/clarify the Arabian chapter of the USEF Rule book. Over the years I have been involved with AHA's development of their Strategic Planning.**

TREASURER

1. Using any example, demonstrate how you have worked with a multi-year budget with a focus to increase revenue generation and profit margin.
2. Explain any ideas you have for increasing organizational revenue.

Part 5 – Demonstrated Competencies.

While no leader can perform at the leading/expert proficiency level for all competencies, this scale helps gauge where you may be performing at a particular point in time – and how you can further develop. For leadership-level roles, candidates should be at or above in an “apply” proficiency level for most competencies.

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Select at least two of your strongest competencies and provide further information. Please limit your examples to 300 words and utilize examples from AHA experience as well as your professional and other volunteer experiences. Complete as many competency forms as you would like.

Executive Committee Competencies:

____ Business Acumen
____ Collaboration
____ Developing Others

5 Innovation

- **I give myself a 5 on innovation as I have initiated or assisted, directly and indirectly, in many programs/activities/classes for AHA members and exhibitors. I have assisted many AHA committees in their development of updating and/or creating new programs/classes and show rules.**

____ Inspiring and Motivating Others

5 Integrity and Ethics

- **I give myself a 5 on integrity and ethics as I hold myself up as an example to all others to have the utmost honesty and openness in all of my interactions with other people. This is true in my personal life and my business life.**

____ Results Orientation
____ Stakeholder Management
____ Strategic Visioning

President Competencies:

____ Ambassadorship
____ Communication
____ Conflict Management
____ Decision-Making
____ Delegating
____ Diplomacy
____ Influence and Persuasion
____ Prioritizing
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