ARABIAN HORSE ASSOCIATION
2026 Convention Elected Positions
Nominee List as of November 18, 2026

✓ = Resume Received

Board/Committee/Commission	Term Expires	Nominee	Resume
Commissioner's Review Panel		Becker, Brett (R3) (Breeder)	✓
2 Year Tern		Olson, Carrie (R5) (Steward)	✓
		Reser, Michele (R9) (Breeder)	
Vote for 5 (1 Steward, 2 Breeders, 1 Show	2028	Sami, Laurie (R12) (Amateur)	✓
Manager, and 1 Amateur)		Shelton-Palelek, Joan (R5) (Show Manager)	✓
		Van Handel, Mike (R10) (Breeder)	✓
Ethical Practice Review Board		Allen, Jay (R7)	✓
		Chambers, Ryan (R11)	
3 Year Term	2029	Kam, Tex (R17)	✓
(Vote for 3)		Racey, Susan (R14)	✓
Judges Selection Committee			
3 Year Term	2029		
(N/A)			
No Terms expired for 2026			
Nominating Committee		Becker, Marjie (R3)	✓
2 Year Term		Clement, Tracey (R12)	✓
(Vote for 3)	2028	Mickelson, Laura (R10)	✓
		Taylor, Isaac (R7)	✓
Probable Cause Panel		Benjamin, Scott (R8)	✓
3 Year Term	2029	Long, Julie (R15)	
(Vote for 1)			

NOMINEE RESUMES
FOR

COMMISSIONER'S REVIEW PANEL

Brett Becker

Grass Valley, CA 95949 | 530-392-0699 | brett@beckerstables.com

Organization Involvement

- Member, AHA Commissioners Review Panel
- AHA Convention Delegate
- Region 3 Committee Chair, Horse Expo committee
- Region 3 Committee Member, Convention Planning committee
- Vice President, Carson Valley Arabian Horse Association
- AHA/IAHA member since 1978
- USEF/AHSA member since 1979

Industry Involvement

OWNER

- Purchased first Arabian in 1977
- Currently owns 37 Arabians, 14 Half-Arabians and 2 registered Quarter Horses

BREEDER

- Breeder of Arabians since 1984, with a total of over 130 own Arabians and Half-Arabians bred
- Breeder of 11 own foals in 2026 with 9 own mares in foal for 2027
- Responsible for 25 total foals born in 2026 and 25 mares in foal for 2027
- Listed as the top currently-active western pleasure breeder on the 2025 AHT Leaderboard
- Holds breeding course certificate from UC Davis
- Currently manages and ships fresh-cooled semen for 5 active breeding stallions
- Experience with breeding of foals conceived via live cover, artificial insemination, frozen semen, transported semen, embryo transfer and intracytoplasmic sperm injection (ICSI).

TRAINER

- Professional Arabian horse trainer since 1985
- Operated own training stable since 1992, currently keeping over 60 Arabians and Half-Arabians in training

SHOW EXHIBITOR

- Began showing Arabians in 1979 and showed at first National show in 1981
- Has personally exhibited horses at the US Nationals every year since 1996
- Has personally been awarded over 100 national championships
- Has personally shown in almost every division, including halter, western pleasure, country pleasure, English pleasure, hunter pleasure, reining/stock horse, ranch & ranch rail, driving, combination, showmanship, stock seat equitation and saddle seat equitation.
- Owns horses competing on the NRHA (National Reining Horse Association) circuit

FARM & BUSINESS OWNER

- President and CEO of Becker Stables Inc
- Built a successful business without any outside financial assistance
- Manages 200 acres, over 20 employees and over 150 horses

Background & History

Brett Becker is a true grass-roots story of a life dedicated to Arabian horses. He was first introduced to horses by his grade-school tutor that invited him to "crew" for an endurance ride. From there, he visit the Grand National Horse Show in San Francisco and picked up a flyer for a 4-H auction at Lacey's Arabian Center, where his parents purchased him his first horse, an Arabian gelding for $150. He learned to ride and show horses, then began working as a professional trainer immediately after graduating from high school.

Carrie L Olson
253.740.8042
Carrie.olson@myctl.net

Education
Bachelors of Arts - Psychology Western Washington University ~Bellingham, WA.

Current profession
Ampac Seed Company ~ National and international sales representative

Industry related experience

Daffodil Arabian Horse Association

Secretary	2016-2017
Vice President	2017-2018
President	2018-2019
BOD	2015-2021

Region 5 Arabian Horse Association

Vice Director	2016-2019
Director	2019-2023
Past director	2023-present

Arabian Hunter Pleasure Association

Board member	2019-present

Region 5 Champ show Office assistant	2015-2021
Region 5 Sport Horse show assistant Manager	2019-2021
Region 5 Sport Horse show Manager	2023-present
Daffodil Arabian horse show assistant manager	2018-2019

Arabian Horse Association Futurity Committee	2019- present
USEF C2 Steward "R"	2019 - present
USEF TD applicant	current
USEF Arabian rules committee	2025- present
Washington State Horsemen judge	1994 - present
Arabian horse association member	1986 - present

Daffodil Arabian volunteer of the year recipient
Region 5 regional volunteer of the year recipient

Currently own one purebred Arabian and actively showing at the local, regional and national levels.

Laurie Ann Salmi

Region 12 Vice Director, AHAF Past President

Contact

7406 Oconee St.
Reunion, FL 34747
407.866.5767
Laurieannsalmi68@gmail.com

Education

California Lutheran University
Thousand Oaks, CA
BA Liberal Arts, Minor in English

California State University
Northridge
Northridge, CA
Elementary Education
Certification

Key Skills

Communication
Project Management
Budget Planning
Team Building
Problem-solving

References available upon request.

Overview

As a Show Manager, Past Club President and Region 12 Vice Director my primary objective is to support the functioning of each organization by supporting the Board of Directors, coordinating operations and events and ensuring that the Bylaws are followed. I aim to create a positive and progressive environment by communicating with the Board and membership and setting clear goals and expectations for events and competitions.

Experience

December 2020- 2024
Region 12 AHA Director
December 2024-Present
Region 12 Vice Director

January 2019 - 2024
Arabian Horse Association of Florida President

January 2017-2019
Arabian Horse Association of Florida Secretary

January 1991- 1993
Flight School Administrator- Channel Islands Aviation

1994-2003
Elementary Education • California, Florida

Club/Region Responsibilities: oversee club and regional operations, supervise committees, assist with developing annual and show budget, assist in the planning and management of shows and events, plan and execute public presentations, facilitate communication between board members, delegates and members at large.

During my education years, my focus areas were upper elementary multi-subject classrooms. In addition to teaching, spent several years as part of the Administration team representing the Upper Elementary faculty

Show Management: Local, Rated and Regional level show management

Committee Involvement: Chair Dressage and Western Dressage Committee, Current Chair Commissioner's Review Panel

Personal

30-year member of AHA, USEF
Happily married 30 years with 3 college-aged sons
Competed equally in Halter/Performance and Sport Horse to the National Level

Leadership

Successfully managed both AHAF and Region 12 along with dedicated board members and secured both organizations financial health and security



JOAN SHELTON-PALELEK

EXPERIENCE

Total Years Judging: 40
Total Years Stewarding: 45
Total Years Managing: 30

USEF CREDENTIALS

- C2 Stewards Clinician
- Measurement Field Examiner
- Registered USEF/AHA C1 and C2 Steward

AHA LEADERSHIP AND COMMITTEE SERVICE

- Chairman, Amateur Committee
- Vice Chairman, Equitation Committee
- Member, Western Dressage Committee
- Member, Hunter/Jumper Committee
- Equitation Manual Development Team, contributing to the updated AHA Equitation Manual
- C2 Stewards Working Group, contributing to Field Guides for licensed stewards

CORE QUALIFICATIONS

- Neutral, even-tempered approach to competition oversight
- Deep working knowledge of USEF and AHA rules and protocols
- Perspective across judging, stewarding, management, and training roles
- Experience translating rules and protocols into practical competition decisions

Experienced Arabian horse industry official with more than 40 years of judging experience and 45 years of stewarding, including current service at the national level. Brings comprehensive knowledge of USEF and AHA rules, procedures, and protocols developed through service as a judge, steward, regional horse show manager, C2 Clinician, measurement field examiner, committee leader, and Commissioners Review Panel member. Recognized in the 2025 Arabian Horse Association Judges Hall of Fame for many years of outstanding achievement, commitment, and dedication.

WHY JOAN'S EXPERIENCE MATTERS

Her experience spans virtually every role involved in competition oversight, giving her a practical understanding not only of the rules, but of how judges, stewards, and show management are expected to apply them.

COMMISSIONERS REVIEW PANEL

Panel Member | 2024-Present

- Provides confidential review and input on matters referred by the Judges and Stewards Commissioner.
- Applies extensive knowledge of USEF and AHA rules, procedures, and protocols to evaluate matters involving judges and stewards.
- Brings practical perspective from decades serving as a judge, steward, clinician, and horse show manager.
- Evaluates appropriate roles, responsibilities, and conduct of competition officials based on established rules and protocols.
- Collaborates with fellow panel members to provide informed input for the Commissioner's consideration in determining next steps.

JUDGING, STEWARDING, AND COMPETITION EXPERIENCE

Judge | 40 Years

- Extensive judging experience at the national and regional levels in Arabian horse competition.

Steward | 45 Years

- Extensive stewarding experience, including current service at the national level. Applies comprehensive knowledge of USEF and AHA rules and competition protocols to support consistent and fair application of requirements.

Regional and Local Horse Show Manager | 30 Years

- Directs operations with a comprehensive understanding of the responsibilities of judges, stewards, management, and officials. Provides guidance to judges and stewards as questions arise regarding rules, procedures, and protocols.

RECOGNITION

Arabian Horse Association Judges Hall of Fame | 2025

- Recognized for many years of outstanding achievement, commitment, and dedication.



Futurity Commission Candidate

Michael Van Handel

Phone: 651-269-2972

W8721 770th Ave. River Falls, WI 54022

Vanhandel.mvh@gmail.com

An active member of the Arabian Horse Association as a breeder, amateur competitor, and judge, I am seeking election to the Commissioner's Review Panel. Representing breeders on this panel is an important passion of mine. We need breeders maintaining our horses' legacy. Representing the breeders' POV is important in the review panel as the panel works with the commissioner to represent all facets of our industry. Being fair, open minded and invested in our growth are qualities that I intend to bring to the panel.

Please consider electing me to this role as someone who is deeply invested in our breed, passionate about seeing it continue and producing the next generation of horses for our breed.

Professional Background: Sales and Marketing professional in equine centric products serving all facets of the horse industry. Deeply vested personally and professionally in seeing the entire horse industry prosper.

Education:

- University of Wisconsin– Bachelor of Science in Animal Science & Masters of Business Administration (M.B.A.)

Arabian Horse Involvement

- Breeder, Owner, Judge, Amateur Showman, Advocate

NOMINEE RESUMES FOR

ETHICAL PRACTICE REVIEW BOARD

Tex Mathew Kam

Box 73067 Hampton RPO
Edmonton, Alberta T5T 3X1
Phone: 780-977-8003 Email: texmkam@gmail.com

Major Skills, Attributes, and Accomplishments:

- Experienced Hazardous Waste Field Services, Logistics & Operations Manager.
- Independently own and operate "Redco Environmental Services Corporation" a Hazardous Waste Environmental Recycling Company based in Northern Alberta and servicing the largest municipality in North America.
- A skilled and intuitive communicator.
- Results - people - oriented personality.
- Have managed large geographical areas servicing and executing multimillion dollar contracts some of the largest corporations in North America such as Shell, Suncor, Esso (Exxon).
- Involved with the integration teams on numerous (15 plus) corporate acquisitions.
- Grew annual revenues from fledgling start up locations to over $8 million annually in my area of expertise utilizing both operation and marketing skills.
- Strong proponent of workplace-related, continuous education and self - improvement.
- Strong leadership skills, able to work independently or manage divisions of staff.
- Large part of my life (20 plus years) devoted to volunteer efforts within the Arabian Horse Community.

Work Experience

Redco Environmental Services Corporation **2010 to present**

- Self Employed - involved largely with Environmental Consulting and Hazardous Waste Recycling and Logistics.
- Managed several Multi-Million-Dollar accounts for larger Environmental Organizations throughout North America.
- Key waste service provider to many large corporations and municipalities in both industrial and oilfield sectors.
- Managed photography services and associated marketing for clients throughout North America such as The Arabian Horse Times (contributing photographer reporting to Walter Mishek) and operated the Game Day In House photography service for the Edmonton Elks Football Team of "The Canadian Football League' including The Grey Cup (equivalent of the Canadian Version of the Super Bowl).

Hazco Environmental **2007- 2009**

- Employed as the Edmonton-based Corporate Marketing Manager for one of the largest national waste management companies in Canada.
- Reported directly to the Vice President of the company.
- Responsible for attaining long term agreements with multinational companies in the oil and gas drilling and processing markets.

Newalta Corporation **1993 - 2007**

Newalta was a publicly traded waste management/recycling services provider and the largest in Canada for many years. Reported directly to the Vice President of the company. Roles fulfilled, from most recent, included:

- Manager – Fort McMurray/Redwater Industrial Recycling Operations.
- Manager of Waste Management Services- Northern Alberta.
- Senior Account Representative –Saskatchewan, Alberta, Northeastern B.C., and the Northwest Territories.
- Marketing Representative
- Field and Service Technician

Arabian Horse Experience **1979– to Present**

- Formed Major Arabian Livestock Farm in Canada.
- 40 year AHA Member
- 50 year life membership – Canadian Arabian Horse Registry
- Involved with exhibiting livestock at Class A, Regional, Scottsdale, and National Shows in both Canada and the United States.
- Heavily involved in client relations both here and abroad, primarily in the marketing, importing, and exporting of Arabian Horses. Key clientele have based mainly in Canada, The United States, Brazil, and Australia.
- Design and marketing of advertising campaigns to facilitate the sale of Arabian horses.
- Managed a staff of three and oversaw the publication “The Canadian Arabian News” on behalf of the Canadian Arabian Horse Registry for many years. This was a full color magazine with various articles and advertisements.
- Established and maintained customer relations with a wide range of individuals on behalf of the CAHR and my own farm.
- Photographed major livestock events for large publications such as the Arabian Horse Times for many years.
- Founded, initiated and marketed a Canadian Arabian Information booth in Scottsdale on the Wendell concourse for several years featuring prominent leading Canadian Arabian Breeding Farms and Trainers.

- Operate an equine transportation company specializing in Arabian Horse transportation within the Pacific Northwest and West Coast. This includes brokerage, marketing and managing all associated health regulations and tariff situations.
- Co-Founded The Western Canadian Breeders Arabian Show as a stand alone show, featuring public exhibitions and various media events.
- Co-founded Canada's National Arabian Championship in 2022.
- Team member on the "Restructure Resolution" as part of the Arabian Horse Promotional Fund Team which brought forth the "Restructure Resolution" to AHA Convention in 2023 and 2024.
- Liaison and manager for CNAC's efforts to donate auction art to "The Ames Foundation" to benefit local charities during The Scottsdale show each year.

Education

- Northern Alberta Institute of Technology
  - Business Management-Human Resources
- Numerous environmental courses and training
- Numerous business and environmental extension courses University of Alberta, University of Calgary, Northern Alberta Institute of Technology and Grant MacEwan and Olds Colleges.
- Dangerous Goods Training, Emergency Spill Response
- Standard First Aid, CPR, WHMIS, H2S Alive, Defensive Driving, Confined Space Entry
- Current Class One Commercial Drivers License (CDL)

Volunteer Efforts

- Served on the Board of the Canadian Arabian Horse Registry since 2006. Have sat on the executive since 2010 and currently hold the title of President of the Association.
- Co-Founder of the National Arabian Breed Society. NABS is the operating body of Canada's National Arabian Championship. The National Championship Arabian show of Canada.
- Operate and oversee all Registry Services for Canada utilizing AHA as CAHR's contractor for Canada's Arabian Registration Services in the role as "Registrar".
- Currently sit on the board of two National Non-Profit Associations as President and Vice President.
- Responsible for co-managing Canada's National Arabian Championship and overseeing The Western Canadian Arabian Breeders Championship on behalf of the CAHR.
- Have attended Major shows and conferences around the globe on behalf of the CAHR, last major one being WAHO Conference in Abu Dhabi, U.A.E. 2025.
- Responsible for development of all press releases and external communication within North America, through both print, web and tradeshow applications for CAHR.

Susan L. Racey

As a trust attorney with over 37 years of experience advising fiduciaries and organizations, I would bring as an Arabian Breeders Sweepstakes Trustee a deep understanding of fiduciary roles and responsibilities and the critical importance of prudency in exercising discretion and investing. I have extensive experience in balancing fiduciary obligations with forward thinking strategies to maximize the effectiveness of a program while ensuring its long term sustainability and growth of its assets. I serve as a Trustee, Officer and Director in several private and public matters. I am one of the founding partners of Tucker Ellis LLP, a National Law firm with 11 offices nationwide, and am the Chair of our Trusts and Estates Department.

I am trained to weigh the benefits and drawbacks of potential solutions and seeing issues through to a resolution. Also, in effectuating change, I do not allow perfect to be the enemy of very good. Although I am a strong believer to not change what works, I am skilled in recognizing the times when not changing is not an option. In all events, I am a hound dog in pursuing "Win/Win" solutions, which almost always exist.

For your reference, my professional biography is available here: Online biography - Susan Racey. However, the information that I believe more relevant to my suitability to serve you as an Arabian Breeders Sweepstakes Trustee is the following:

I Love Arabian Horses (Always Have).

I have been in an unconditional love affair with Arabian horses for over 45 years.

When I was born, my family had a riding stables which was in the business of offering public trail rides and riding lessons as well as boarded over 40 horses. I worked the stables from a very young age (it is actually how I became a lawyer - but that is a story for another day). Although most of our horses were unregistered grade horses and quarter horses, we had two half Arabian geldings. They were by far my favorite horses. They were so "alive," beautiful, intelligent, brave, proud and versatile As a very determined teenager, I successfully begged my father to buy a purebred Arabian that I could show at the Class A level. The rest is history.

In 1983, we bought our third Arabian that changed our lives. On a very ambitious grey gelding, I won several National and Regional Championships including U.S. National Champion Native Costume AAOTR class, the first year it was offered.

There never was a time that I did not own an Arabian. In fact, I competed through college and law school and even in the early part of my legal career while working for a National law firm. The law firm hired me knowing that they had to allow me time to "show my Arabians".

In 1989, I met (and later married) a prominent Arabian Horse Trainer. From that point until 2000, I was fortunate to be part of a first rate training center that produced many National Champions. During these years, I personally won several National Championships, Top Tens and

Regional Championships in a variety of divisions on a group of wonderful horses. I also was very involved with our local Arabian Clubs, and served for many years on the Buckeye Show Committee.

After my divorce, until the present, I have owned and shown horses with a variety of trainers (always trying to match the horse with the trainer). Importantly, because of my experiences as a "service provider" through my family's stable and my husband's training center and also being a "consumer of services" as a client and amateur owner, I have gained perspectives that appreciate the needs and challenges of both groups.

There was a time (2005-2012), when as a single mother supporting her athlete child as well as a full-time attorney, that it became too challenging for me to continue to be involved as much as I desired. However, during these years I continued to own Arabians.

In 2013, I was able to become re-engaged and have been able to continue to increase my participation each year. In the past decade, I have shown as an amateur in a wide range of divisions at the Regional and National levels. In addition, I regularly support our local Class A shows, attending the OHAHA Spring Show and the Buckeye each year. My horses also attend local unrated shows introducing others to our wonderful breed. I have attended the last three "in person" Conventions in 2022, 2024 and 2025 (as a delegate). I believe that my involuntarily hiatus from active industry involvement, followed by re-engagement, has given me valuable insight into the reasons behind our members stepping away and the motivations that inspire them to return.

In 2025, I worked and helped plan the AHA Booth at the Ohio Equine Affaire. In 2026, I Co-Chaired the Region 14 Equine Affaire Committee at which event we had eight fantastic Arabians and Half Arabians that were proudly presented in a wonderful choregraphed demonstration each day showing off the versatility of the breed. During the four day event each year, I spoke with hundreds of attendees who love Arabian horses. Our conversations gave me additional insight on reasons that we have lost members, matters important to current members and potential new members, and most importantly, it gave me a true sense of the mass quantity of horse enthusiasts who absolutely love Arabian horses.

I have also been very active for the past two years with the terrific Local Level Committee (Co-Chair in 2026) that has worked tirelessly along with the MDP Committee, and most recently the newly formed Triple Force Committee, to develop strategies and provide resources and tools to make it easy for anyone to introduce new people to the Arabian horse. These initiatives and resources include the promotional outreach grants (to be used to introduce the Arabian horse to the public), Discovery Farms, website updating, lesson and academy programs and transforming horse shows into multi-faceted Arabian Horse Celebrations.

I currently own eight Arabians or Half Arabians. I am actively involved with the Arabian Breeders Sweepstakes. I own a Nominated Stallion as well as the remaining frozen semen of the deceased Breeders Sweepstakes nominated stallion, Promotion (Bask x Prowizja). My purchase of Promotion's remaining semen reflects my dedication to the Arabian breed and the importance of responsible generational breeding. My sole goal is to reintroduce his genetics into the Arabian gene pool before it is lost. My other horses are Arabian Breeders Sweepstakes Original Entries.

As one of the Purebred Arabian Trust's appointees to the AHA Board in 2025, I was given the opportunity to understand the current status of the industry and its historical trajectory. This knowledge has served a single purpose of heightening my desire to be engaged and assist in the turnaround of our Industry by working closely with everyone to identify creative solutions to rebuild our amazing Industry by promoting, preserving and growing the Arabian breed.

Also worth noting is my passion for supporting our youth. I have loaned my horses to several youth riders over the years who were able to win multiple National and Regional titles with such horses. Currently, three of my horses are leased out to lesson programs and to a 4H Rider. I serve as a Trustee for the Arabian Horse Foundation which mission includes supporting our Youth through scholarships. As a Trustee, I played a key role in 2026 securing multiple National Youth scholarship sponsorships.

As a first-year Arabian Breeders Sweepstakes Trustee (2026), I am hopeful to continue in this role for 2027 and eager to build on my initial experience and am enthusiastic about the opportunity to to contribute in a greater capacity.

In summary, I am very committed to assist in any way needed to ensure the viability, sustainability and success of the Arabian breed that I so dearly love. I am hopeful that my 37 years as a trust attorney, my extensive experience of sitting on Boards and Advisory Committees for organizations (many of which have also faced challenges), my lifelong passion for the Arabian horse and my diverse involvement with different aspects of our Industry and AHA Committees, can be used in a beneficial way to help the Arabian horse and our Arabian horse community. If nothing else, I am a "work horse," so that is a plus.

Thank you for considering me for a position as an Arabian Breeders Sweepstakes Trustee.

NOMINEE RESUMES
FOR

NOMINATING COMMITTEE

Marjie Becker

Grass Valley, California

530-798-8383/530-477-5588 marjie@beckerstables.com

SUMMARY PROFILE

Arabian industry professional with a unique blend
of education combined with business, industry and organization experience.

KEY RELEVANT QUALIFICATIONS

- Years of real-world experience evaluating candidates from resumes. Able to see through AI-generated rhetoric.
- Comfortable and experienced with conducting interviews and reference verifications.
- Able to make quantitative and objective evaluations of candidates' qualifications reletive to the required criteria.
- Understanding of AHA governance and the required candidate criteria.
- Understanding of Arabian industry needs.
- Has a vested interest in bring forward well-qualified candidates that can be instrumental in growing our breed.

EDUCATION

University of California, Davis B.S. Computer Science & Mathematics 1988
Additional studies in Economics

EXPERIENCE

2025 AHA Restructure Resolution Committee Member

Incumbent Region 3 Director and member of the National Council

Incumbent President, Carson Valley Arabian Horse Association

Becker Stables Inc Owner-trainer-manager 1993-present

- Operation of a successful business within the Arabian industry for over 30 years without income from other sources
- Serves as CFO, responsible for budgeting, cash flow management and financial reporting
- Serves as Human Resources Manager for over 20 employed positions

Arabian horse owner since 1979.

- Currently owns 37 Arabians, 14 Half-Arabians and 2 registered Quarter Horses

Arabian horse breeder since 1981.

- A total of over 130 own Arabians and Half-Arabians bred, including 11 foals born in 2026

Professional Arabian horse trainer since 1988.

- Operated own training stable since 1993, currently keeping over 60 Arabians and Half-Arabians in training

Arabian Horse Show Exhibitor

- Attended US Nationals since 1983.
- Personally exhibited as rider/hander at US/Canadian/Sport Horse Nationals in western pleasure, hunter pleasure, show hack, park, English pleasure, country pleasure, and sport horse in hand.

USEF Arabian judge

- "r" 2009-2011, "R" 2012-present, Regional/National status, 2015-present

PREVIOUS AHA INVOLVEMENT

- AHA Futurity Commission member
- Convention Delegate since 2006
- Region 3 secretary
- Region 3 Volunteer Service Award Recipient



TRACEY A. CLEMENT

Executive Vice President

Human Resources & Support Operations

People-Focused • Innovative • Results-Oriented • Change Leader

CONTACT

352-250-2330

MTMenterpriseteam@gmail.com

CORE COMPETENCIES

- Strategy Development & Implementation
- Organizational Design
- Change Management & Leadership
- Culture Transformation
- Talent Acquisition & Development
- Leadership Development
- Succession Planning
- Executive Coaching
- Total Rewards
- Executive Compensation
- Employee Experience & Engagement
- Operational Efficiency

EDUCATION & LICENSURE

- Business Degree
- Human Resources Certification
- Licensed Community Association Manager (CAM)
- CFCAM

PROFESSIONAL DEVELOPMENT

- **SHRM**
  Society for Human Resource Management
- **AAIM**
  HR & Leadership Development
  Executive Roundtables
- **SkillPath**
  Management & Leadership Training

EXECUTIVE PROFILE

People-focused, innovative and results-oriented executive with 27+ years of experience in human resources, organizational leadership and support operations. Develops and executes strategies that strengthen organizational performance, optimize talent, enhance employee engagement and drive operational efficiencies. Senior executive at Leland Management, providing strategic leadership across HR & Payroll, Client Support and Support Operations, with a commitment to organizational excellence and high-performing teams.

PROFESSIONAL EXPERIENCE

Executive Vice President, HR & Support Operations **2005 – Present**

Leland Management, Inc. | Orlando, Florida *Previously Director of Human Resources*

Member of the Senior Executive Team reporting to the President, with executive oversight of HR & Payroll, Benefits, Recruiting, Learning & Development, Client Support, Support Operations and Facilities Management.

- Strategic advisor on workforce planning, organizational structure, culture and service delivery; build the processes, structure and systems that support company growth.
- Support business development and client retention through labor cost modeling, board engagement, and onboarding and transitions.
- Lead decision-maker on team member relations, terminations, accommodations and sensitive matters; own the handbook and HR policy; lead succession planning and Paylocity.
- Govern payroll and internal controls for Leland and its client associations; lead benefits strategy and renewals, including the self-funded medical plan.
- Provide executive oversight above department leadership — approving changes, driving development and efficiencies, managing client relationships and reporting KPIs.
- Conduct investigations onsite and corporately; oversee workers' compensation, OSHA, EPLI, unemployment claims and work with legal counsel.
- Lead engagement, recognition and team building; built the employer brand behind Top Workplaces and Best Places to Work recognition.

Early Career

HR / Payroll Coordinator **2001 – 2005**
Regal Marine Industries, Valdosta, GA & Orlando, FL

Payroll Coordinator & HR Assistant / Facilities Administrator **1997 – 2001**
Bayliner / Brunswick Corp., Valdosta, GA

BOARD & VOLUNTEER LEADERSHIP

Board President 2019 – Present
LifeStream Behavioral Foundation

Secretary 2024 – Present
Arabian Horse Association Region 12

President 2023 – 2026
Lake County 4-H Association Board

Club Leader Volunteer
Bits of Lake County 4-H Horse Club

Board of Directors 2024 – Present
MIKE Endowment

Treasurer 2024 – 2026
Arabian Horse Association of Florida

Advising Member 2023 – Present
Florida State Horse Advisory

Laura Mickelson
Candidate For
Nominating Committee

I have served my local club, the Minnesota Arabian Horse Association, in a variety of roles (including President) for over 45 years, currently am back on its Board of Directors and have been a delegate to AHA (formerly IAHA) for 39 of those years. I have extensive experience at the national levels of both AHA and USEF. I am past chair of the USEF Rules Committee and National Classes Committee and am currently the chair of the Nominating Committee as well as a member of the Agenda & Resolutions, Amateur, Equine Welfare and Professional Horsemen committees. I served as Director for Region 10 for 4 years (2011-2014).

Horses bred and/or owned by me have won at the Nationals, Regionals, Class A shows, open dressage shows and WSCA (Western Saddle Clubs Association) shows including national championships in dressage, open pleasure driving, sport horse in hand, country English pleasure, and country pleasure driving.

I started showing at open shows and they are still dear to my heart. Our first horse Chans Sharada, in addition to winning at Arabian shows, would win in both pleasure and games at WSCA shows, often winning both high points at the same show.

I created and maintained the Open Shows calendar, started the Arabian Open Shows Championship show, and was a founding member of Arabians Unplugged and am the High Point Recorder for this program.

I received national volunteer awards from AHA twice along with multiple AHA Regional Awards, Region 10 Regional Director's Awards, and the MN AHA President's Awards.

I am an attorney (retired) and spent over 21 years at West Publishing Co where I was instrumental in the development and promotion of WESTLAW, a computerized legal research system. I started three departments including my last position being Senior Director of Online Product Quality where 36 people worked for me, all of whom I hired. I had budget responsibility.

ISAAC TAYLOR

Arabian Horse Association · Registration · Governance · International Judge
Spanish Fork, Utah · (801) 592-5601 · Isaac@taylorarabians.com

SUMMARY

Arabian horse industry professional with two decades of AHA service — current Registration Commission member and previous Chairman, Board Member, Convention Delegate, and Utah club president — plus active international judging. Breeder and trainer with working knowledge of how rules, registration policy, and membership land with owners and at shows.

ARABIAN HORSE ASSOCIATION SERVICE

Registration Commission — Current Member; Previous Chairman
Arabian Horse Association

- Led commission work on registration policy, procedures, and member issues affecting breed records.
- Worked with staff and members to keep rules practical for breeders, owners, and show exhibitors.

Board of Directors 2016 – 2019
Arabian Horse Association

- Served on the AHA Board; represented members at the Annual Convention on registry, membership, and program matters.

President
Utah Arabian Horse Club

- Directed a state club: shows, membership, and liaison with national AHA programs.

International Arabian Horse Judge 2011 – Present
Arabian Horse Association

- Officiate national and international Arabian classes under AHA and ECAHO-aligned standards and procedure.

PROFESSIONAL EXPERIENCE

Owner 2012 – Present
Taylor Ranch Arabians LLC · Spanish Fork, Utah

- Breed, train, and market Arabians for U.S. and international clients.
- Founded Taylor Ranch Riding Academy (~30 students/week).

Co-Founder & Equine Consultant 2025 – Present
Equestrai

- Advise on digital records and performance metrics.

SKILLS RELEVANT TO COMMITTEE WORK

Commission and board process · Show rules and judging · Member and club relations · Breeding records and genetics · French (native fluent)

NOMINEE RESUMES
FOR

PROBABLE CAUSE PANEL

Scott Benjamin

Animal Scientist/Equine Professional

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Australia

Professional Profile

A lifetime of animal industry experience is supported by a professional career devoted to advancing the Arabian horse worldwide.

As an equine professional, I have been actively involved with equine events, activities and breeding pursuits, principally with the Arabian breed, in the United States, Canada, Australasia, Europe, the Middle East/Arabian Gulf, South America and Africa as a consultant, manager, breeder, animal scientist, speaker, educator, judge, steward, author, historian and event organiser.

Professional Experience

Marketing Manager/Breeding Advisor

- Mulawa Arabian Stud, Australia | 2009-present
- Aria International, USA | 2006-2009

Event Organiser

- Australasian Arabian International Championships, Australia | 2023-present
- Emirates Arabian Horse Global Cup, Australia, USA & Poland | 2024-present
- Polish Arabian Horse Days, Poland | 2001-2015, 2024-present
- Arabian Breeders World Cup, USA | 2007-2013, 2022-2024
- Australian Arabian National Championships, Australia | 2016-2020

Speaker/Announcer/Emcee

- United States Arabian & Half/Anglo-Arabian National Championships | 2022-present
- Youth & Mid-Summer Arabian & Half/Anglo-Arabian National Championships | 2026
- Polish Arabian Horse Days, Poland | 2001-2015, 2024-present
- Prague Intercup, Czech Republic | 2026
- Arabian Futurity Europe & European Breeders Select Sales, Germany | 2022-present
- Australasian Arabian International Championships, Australia | 2023-present
- AHT Readers' Choice Awards, USA | 2022-present
- Numerous open houses and breeding presentations worldwide | 2004-present

Author/Writer/Researcher

- EKSTERN | Tribute to the King – published 2024
- Numerous industry articles published in the Arabian Horse Times (USA), AHT Abroad (Belgium), The Arabian Magazine (UK), Arabian Horse World (USA), Tutto Arabi (Italy) | 1991-present

Educator

- Chief Instructor for Judge Education Seminars conducted in USA, Canada, Australia, United Kingdom, Brazil, Poland, Denmark, New Zealand | 2003-present
- Breeding, management, marketing and breed history seminars conducted in over 15 countries worldwide | 2005-present

Judge

- National Level Arabian Judge in three countries/continents with extensive international experience judging more than 100 events in over 30 countries | 2001-present

Ringmaster/Ring Steward

- Extensive international experience in North America, Europe, the Arabian Gulf & Australasia | 2005-present

Breeding Manager & Training Specialist

- Michałów State Stud, Poland | 1991-1995

Education

- Bachelor of Science Degree | Animal Science - specialisation in Equine Management and Animal Breeding/Genetics
  Michigan State University | 1986-1991

Professional Affiliations

- Arabian Horse Association (AHA) – Member & former National/Regional Level Judge | 1988-present
- Arabian Horse Society of Australia (AHSA) – Member & National Panel Arabian Judge | 2009-present
- Australasian Arabian Breeders Coalition (AABC) – Council Chair & International Panel Judge | 2022-present
- European Conference of Arab Horse Organizations (ECAHO) – B List International Judge & Disciplinary Committee Member | 2023-present
- Equestrian Canada (EC) – Member & former Senior Arabian Judge | 1998-present