

MINUTES
Executive Board Meeting
April 4, 2003
Best Western Inn, Bakersfield, California

I. CALL TO ORDER AND ROLL CALL

President Jim Elder called the meeting to order at 8:10 am Secretary Diane Madigan took roll call, 12 Executive Board Members were present. Before the start of the meeting, Jim led the group in a moment of silence for the men and women of the armed forces and for the members that we have recently lost, most recently John Mulligan.

II. OFFICER'S REPORTS

President, Jim Elder presented a run down of our current affairs and scheduled future meetings. Jim advised the Board of discussions and correspondences that he has had with the SV, GSDCA, WDA, AKC, and AWDF. Jim asked the Board to continue to support the AWDF. Diane was asked to send a report of our activities to AWDF for their report to FCI.

Julia Grayson, Peggy Park, and John Oliver arrived between 8:15 and 8:25. 15 EB Members in attendance.

ADA is a new Doberman organization formed in this country as an extension of the DV. They intend to use WUSV member judges including USA. They requested that we recognize their titles and scorebooks.

Jim stated that we must provide education for our members at the club level. The areas of helper training, judges programs, breeding, regional and club management need to be reviewed and improved. The National organization must be responsible for providing this information. We need to challenge our membership to "Think outside of the box." All members must be active and involved. Committees and judges must be proactive. If we cannot turn an inactive committee around then we need to disband it. The President should be able to appoint committees according to need. The organization expects its elected officials to perform their duties that they accepted once elected. Regional Directors were asked to provide quarterly reports; only one has been submitted. In the future, the HOT Tournament and the Judge's College will be two separate events. The 2004 HOT Tournament will be at Western Indiana the first week of June. An Obedience 1, 2 and 3 Championship will also be included.

The 2003 National Championship will be in Reno, NV October 31, November 1 & 2. We will award trophies to the first through fifth place HOT Entries at this year's Nationals and North American. A Youth Champion Trophy will be awarded at the National Championship.

Mary Przybylski, our Director of Judges, has recently started a new career, which at times may limit his availability. Jim Elder appointed Nathaniel Roque as an Assistant to the Director of Judges, in order to assist Mark on the short term. Nathaniel's responsibilities have yet to be fully determined. Mark will coordinate duties and responsibilities with Nathaniel. With the loss of

John Mulligan the written portion of the BH test is on hold, but Nathaniel and Mark will coordinate the final version of this exam.

Jim advised the Regional Directors to screen affiliated clubs more thoroughly during the affiliation process. Our efforts should be to produce better clubs that are able and willing to meet our organizational goals. The Regional Director should help each club to develop a training program for helpers and handlers. We need to raise the bar for upgrading clubs to full member status. They must show an ability to train new club members to title a dog and must be committed to continuous education. Clubs should not be set-up as private businesses. The club's have a responsibility to educate its members, helpers, and fulfill the requirements of quality control for our breeders by assuring that each club has a breed warden and tattooer.

Jim distributed copies of a National Event Proposal and asked for input, at this point for discussion only.

Break 10:00 Jim Elder took Roll Call 15 EB Members present.

Vice President's Report

V.P. Lyle Roetemeyer's report addressed anticipated membership growth, through the development of a five year strategic plan. Through the efforts of Blake Fohl, our recently appointed Director of Marketing and Public Relations, USA will be featured in a televised working dog program aired on ESPN. Lyle believes that public perception affects our ability to achieve our organizational goals. Lyle distributed copies of a Regional Policy that Jim had requested him to develop. This policy provides for six elected regional positions; Regional Directors, Assistant Regional Directors, Regional Secretary, Regional Treasurer, Regional Breed Warden and Regional Training Director. Two appointed committees were proposed in this policy; a Regional Helper Committee and a Regional Youth Committee.

The proposed Regional Policy requires that \$75 Regional dues be paid to USA as part of the annual club dues. This will be disbursed back to the RD. A policy was needed to bring uniformity across the country to better facilitate regional responsibilities including uniform regional championships. Lyle requested that a copy of current Regional Bylaws be sent to the USA Secretary.

The proposed policy asks that RDs select a committee of three members to formulate an agenda for an Annual Regional Congressional Meeting, to be held on the day preceding the General Board Meeting. A mandatory participation at a Regional Championship to enter the National Championship was also suggested by this policy. Lyle stated that some of our regions, particularly in the East are too large for one RD to manage.

Treasurer's Report

Bill Plumb did not attend the meeting. He did submit a report on our financial status. Rulebook sales have been strong. A Tritronics Sponsorship has helped bring in revenues. The Sieger Show will no doubt contribute to the best financial position that we have been in since long before Bill became Treasurer. The Budget will be reviewed in New Business

Secretary's Report

Diane Madigan reported the minutes from the GB Meeting were completed published in the magazine, place on the website, and sent to club contacts. As result from EB discussions and a directive from Jim, a HOT denotation will be added to our list of Sports Medal Recipients.

2002 Trial Waivers

Arizona Valley German Shepherd SchH Club (SW)
OG Boston (New Eng)
Southern Idaho Working Dog Assn. (Pacific NW)
Blue Tahoe (NW)

Name Changes

From: Chesapeake SchH Club
To: Chesapeake Working Dog Assn.

From: Brandon SchH Verein
To: Nature Coast Sport Dog Club

From: Podium SchH Club
To: Northern Virginia VPG Club

From: Mass-Conn Police & SchH Club
To: Empire State Working Dogs

New Clubs

Carolina SchH Club (SE)
DFW Working Dog (SC)
Rocky Mountain SchH Club (Rky/Grt Plains)

Clubs that were dropped for dual membership with the same name

State Line SchH Club (NC)
Middle Tennessee Working Dog Assn. (ME)
Alexandria SchH Group (NE)

Diane thanked the RDs for their help in maintaining club membership. A copy of all trial scoresheets are being sent to the RDs. Diane continues to look forward to electronic access.

Diane and two volunteers, recently completed web fill-in forms for Report of Breeding and Litter Application Forms, these are now available. New Trial Scoresheets for web fill-in should be available by April 15. Diane distributed a copy of the new scoresheets.

Mail Ballots approved since the GB Meeting

Subject: Entry to Both the SchH3 and WPO Championships.

Motion to change the existing USA rules and regulations to allow USA K9 Officers (that qualify) to be allowed to compete at the USA Annual International Police Dog Competition and also at the Annual Schutzhund Championship that is held in conjunction with that event, should they so desire, as long as they have met all qualifications for entering both of the championships. This motion applies to annual championships only and does not apply to local or regional events. **Motion Passed**

E-ballot #16-02

Subject: Judges Slate 2003 North American and FH Championship

Motion to approved the following judges for the 2003 North American and FH Championship.

Tracking - Floyd Wilson, USA

Obedience - John Mulligan, USA/SV

Protection - Lance Collins, GSSCC
VOTE: Yes-20, No Response-1 (Howie Rodriguez)) **Approved**

E-Ballot #01-03

Subject: 2003 GSD Championship Judges
Motion to approve the following slate of judges for the 2003 German Shepherd Dog Championship:
Tracking - Willie Pope, USA
Obedience - Carla Griffith, USA
Protection - Glenn Stephenson, USA
VOTE: **Approved Unanimously**

E-ballot #02-03

Subject: Office Travel
Motion to amend the budget to increase the office travel expense by \$1,200. **Motion Passed**

E-ballot #03-03

Motion to change the Central Zone boarders to: North to South from Lake Erie along the Eastern Boarders of Ohio, Kentucky, Tennessee, Northern boarder of Alabama, and Eastern boarder of Mississippi. **MOTION PASSED**

E-ballot #04-03

Motion to amend the fiscal 2003 budget to increase the AWDF dues to \$3,800 from \$500. **Approved Unanimously**

Standing Rules from this meeting:

• **DPO ENTRY REQUIREMENTS**

The Executive Board interprets entry requirements for its DPO Program to be:

- Dog Handlers must be full time law enforcement officers.
- The dog must be a full time service dog.
- Only full time police officers handling full time service dogs may enter WPO events.

Motion: A full time police officer may participate in a DPO event with a dog that is not a full time service dog, provided it has achieved the BH. Police Officer and dog's status must be provided by the officer's department and verified by the trial secretaries. **Motion Approved**

- Bill Plumb proposed that the EB recommend to the GBM that Youth Dues be reduced to \$ 12 per year from the current \$ 39. **Approved Unanimously**
- Motion to accept the criteria, that you must maintain USA membership to have a registered kennel name. **Approved Unanimously**
- The Executive Board recommends to the General Board a dues increase of \$5 for individual and family memberships. Motion to accept **Approved Unanimously**
- The Executive Board recommends to the General Board through a bylaw change: The judges slate for the working National Events will be presented to the Executive Board by the Judge's Committee. The judges' slate for the Sieger Show will be presented to the Executive Board by the BAC. The Executive Board will then approve the slate presented, or recommend alternatives to the recommended judges. VOTE: **Approved Unanimously**
- Motion to approve the budget as presented. VOTE: **Approved Unanimously**
- Motion by Kay Koerner seconded by Howie Rodriguez to approve the budget as presented. VOTE: **Approved Unanimously** Total income \$500,150, Total expenses \$499,200, Net Cashflow \$950

- **Regional Policy** Motion by Mike Hamilton seconded by Howie Rodriguez to approved the Regional Policy with the exception of the proposed regional boundaries as amended. Policies will go into effect upon publication. Increase in Regional dues will go into effect on January. *Due to the fact that this policy states that regional dues be collected by the USA Office, there may be some additional Office costs associated with dues collection and distribution. Our Treasurer Bill Plumb has advised that the policy must go to the General Board. The concept for a regional policy however, was approved.*
- Steve Robinson's suggestion of a series of free seminars in conjunction with our National Events. Steve's proposal was **unanimously accepted** to adopt this program for future National Events.

Director of Judges Report:

Mark Przybylski did not attend meeting or send a report.

National Breed Warden

Johannes Grewe did not attend meeting or send a report.

Special Presentation:

Jim Elder introduced Blake Fohl, our recently appointed Director of Marketing and Public Relations. Blake, a USA member, has volunteered to begin the process of strategic planning to define and achieve a 5 year plan for growth. Blake will be working with the Executive Board to prepare marketing and advertising objectives. Blake believes that we all must be accountable to support, implement and evolve the plan. Blake presented several questions to the Board, depending on the answers; he will also develop a public relation plan and tools to use for growth within our organization.

Public Relations: We need to develop a process for communicating in a tragic event. Blake will survey the Executive Board for their opinions for future direction.

III. Committee Reports

Youth Program: Chair, Dawn Marie Hernandez reported that there are currently 35 youth members in USA, some of these memberships have recently expired. Dawn has sent an introductory letter along with a questionnaire in hopes of finding out what they want to see happen. This committee is currently working on the implementation of a Youth Handler Handbook. A reduction of youth membership fees was also recommended by this committee.

World Championship Committee: Chair, Steve Robinson, reported that the 2003 WUSV will be held on October 3-7, 2003 in Ravenna, Italy. Team Captain Howie Rodriguez has arranged for team and visitor accommodations and will be making a trip to Ravenna in April to finalize practice areas and other details. Eighteen percent of membership renewals have included an additional \$5 for the Team. Steve also reported that the WCC is very grateful for the generosity extended by Richard Plunkett, Barbara Ferguson, and Carlos Rojas, for the support of the 2002 Team. Plaques were given to the above. Howie added that he has secured a hotel. Jim asked that all declarers submit a photo of the dog "stacked" for the magazine.

Auditing - Kay Koerner "Nothing to report"

Board of Inquiry - Mo Weldon No Report

Breed Advisory - Johannes Grewe No Report

Budget - Bill Plumb/Jim Elder New Business

By-Laws - John Koerner No Report

Helper - Gary Park Helper Program "Draft" Enclosed
Judges - Mark Przybylski Breed Judges Program "Draft" *Tabled*
National Events - Tim Crusier No Report
Website - Committee Disbanded, Erin Sampson - Webmaster
USA K-9 – Mike Diehl No Report

Nominating: Chair, Kay Koerner reminded all Regional Directors to notify the Secretary within 10 days after the Regional Elections.

Committee Positions for 2003 Elections

Judges Committee (2) Members-at- Large
National Events Committee (4)
Nominating Committee (5)

Break 11:40 12:00 reconvened Diane took Roll Call 15 EB members present.

Jim Elder asked that all Regional Director's submit a report for the newsletter. News worthy member information such as sports medals should be included.

Jim referred back to the Youth group report and suggested that the committee develop a process to provide youth trophies for judges to award at all USA sanctioned events.

IV. Unfinished Business

- Approval of Breed Judges Program. *From GB Meeting. 3/31/03 Request from Johannes to table until the next meeting.*
- Motion by John Oliver seconded by Nathaniel Roque to recommend to the General Board and extension of the VDH trial rule of 2 dogs per handler per trial to 3 dogs per handler per trial. VOTE #1 Yes-3, No-12 **Motion Failed** *See Attachment #1 for poling.*
- Steve Robinson's suggestion regarding a one time waiver from the USA membership requirement to purchase a USA Scorebook for alternate breeds showing for the "BH". Discussion regarding a 6 month trial period, problems tracking the entries, giving away a "free sample" not only for "BH" but for conformation shows. After much discussion Peggy Park called for the vote. VOTE: **Motion Failed Unanimously.**
- Name change and logo change proposals. Motion by Nathaniel Roque, seconded by Kay Koerner to table this proposal. VOTE: **Approved Unanimously.**

• DPO ENTRY REQUIREMENTS

The Executive Board interprets entry requirements for its DPO Program to be:

- Dog Handlers must be full time law enforcement officers.
- The dog must be a full time service dog.
- Only full time police officers handling full time service dogs may enter WPO events.

Motion: A full time police officer may participate in a DPO event with a dog that is not a full time service dog, provided it has achieved the BH. Police Officer and dog's status must be provided by the officer's department and verified by the trial secretaries. VOTE #2: Yes-14, Abstain-1. **Motion Approved**

1:00 Lunch Break 2:10 return to meeting with Roll Call taken by Diane Madigan

V. NEW BUSINESS

- Bill Plumb proposed that the EB recommend to the GBM that Youth Dues be reduced to \$ 12 per year from the current \$ 39. Motion by Kay Koerner seconded by Peggy Park **Approved Unanimously**
- Motion by Peggy Park seconded by Carl Johnson to accept the criteria, that you must maintain USA membership to have a registered kennel name. **Approved Unanimously**
- The Executive Board recommends to the General Board a dues increase of \$5 for individual and family memberships. Motion to accept by Mike Hamilton seconded by Peggy Park **Approved Unanimously**
- The Executive Board recommends to the General Board through a bylaw change: The judges slate for the working National Events will be presented to the Executive Board by the Judge's Committee. The judges' slate for the Sieger Show will be presented to the Executive Board by the BAC. The Executive Board will then approve the slate presented, or recommend alternatives to the recommended judges. VOTE: **Approved Unanimously**

VII. NEW BUSINESS ARISING FROM REPORTS AND PRESENTATIONS

- **Budget** Bill Plumb was unable to attend the meeting. At this point in the meeting he was contacted and placed on a speaker phone. Bill was asked by Carl Johnson what portion of our membership dues supported the magazine.

Motion by Kay Koerner seconded by Howie Rodriguez to approve the budget as presented. VOTE: **Approved Unanimously** Total income \$500,150, Total expenses \$499,200, Net Cashflow \$950

Travel for **Judge's College**. Diane suggested that we develop alternative methods to support Judge's travel to the Judges College. Mike Hamilton, Peggy Park, Julia Grayson and others suggested Dunk Tanks for Judges at Nat'l Events, competitors judging the judges performance, fun matches put on locally by judges with proceeds donated to support this event were included. Mike Hamilton suggested that parties interested in donating to the organization, earmark funds for the judges college. Jim suggested having the judge's college during the Sieger Show – National Week. Mike Hamilton REALLY liked the dunk tank idea, and suggested \$5 a ball and he would go first. Jim suggested that we send ideas to Mark Przybylski and Nathaniel Roque.

Craig Groh will give the report on the judge's college.

- **Helper Committee Program “Draft”**: Jim stated that the program presented was incomplete. He suggested that the committee continue their work and develop a finished product.
- Comments to the Helper Committee with regard to the proposed Helper Program should be made within 2 weeks. Comments to Jim Elder with regard to Regional Policy, National Events Proposal should also be made within 2 weeks. The RDs were instructed to provide Jim with a quarterly report. The RDs were also instructed to send a copy of current Regional Rules to the USA Secretary.
- **Regional Policy** Motion by Mike Hamilton seconded by Howie Rodriguez to approved the Regional Policy with the exception of the proposed regional boundaries as amended.
 - Policies will go into effect upon publication of the finished policy. Increase in Regional dues will go into effect on January 1st. *Due to the fact that this policy states that regional dues be collected by the USA Office, there may be some additional Office costs associated with dues collection and distribution. Our Treasurer Bill Plumb has advised that the policy must go to the General Board. The concept for a regional policy however, was approved. VOTE #3: Yes-13, Abstain-1*
- Mike Hamilton suggested that only official agenda items may be voted on at the GB Meeting. The Board needs ample time to review proposals, and research bylaws, Sturgis, and Rules and Regulations. The Bylaw Committee will research and recommend

VIII. OTHER NEW BUSINESS

- Steve Robinson’s suggestion of a series of free seminars in conjunction with our National Events. Steve’s proposal was **unanimously accepted** to adopt this program for future National Events. *Keep the good ideas coming!*

IX. ADJOURNMENT

Motion to adjourn by Julia Grayson, seconded by Peggy Park **Unanimously Approved**. Jim Elder adjourned the meeting at 4:45 pm

To the best of my knowledge, these minutes are an accurate record of the proceedings of this meeting.

Respectfully submitted,

Diane Madigan

April 21, 2003

Attachment #1

DELEGATE POLING and ATTENDANCE

**EBM Bakersfield, CA
April 4, 2003**

	Attn.	Attn.	Attn.	1	2	Attn.	3
Jim Elder	X	X	X	N	Y	X	Y
Lyle Roetemeyer	X	X	X	N	Y	X	Y
Diane Madigan	X	9:19 am	X	N	Y	X	Y
Bill Plumb	-	-	-	-	-	-	-
Mark Przybylski	-	-	-	-	-	-	-
Johannes Grewe	-	-	-	-	-	-	-
Kay Koerner	X	X	X	N	Y	X	Y
Al Govednik	-	-	-	-	-	-	-
Michael Hamilton	X	X	X	N	Y	X	Y
Howie Rodriguez	X	X	X	N	Y	X	Y
Ray Blomberg	X	X	X	N	Y	X	Y
Scott Boedecker	X	X	X	N	Y	X	Y
Julia Grayson	8:15 am	X	X	N	Y	X	Y
Carl Johnson	X	X	X	N	Y	X	Y
Vicki Keller	-	-	-	-	-	-	-
John Oliver	8:26 am	X	X	Y	Y	>	>
Peggy Park	8:15 am	X	X	Y	Y	X	Y
Connie Miller (for K. Taves)	X	X	X	Y	Y		A
Joe Marcantonio	-	-	-	-	-	-	-
Nathaniel Roque	X	X	X	N	Y	X	Y
David Wood	X	X	X	N	A	X	Y

* Y-Yes N-No A-Abstain (-) - Did Not Attend Meeting (>) – Left Meeting