

MINUTES
Executive Board Meeting
March 2 - 3, 2002
USA Office, St. Louis, Missouri

I. CALL TO ORDER AND ROLL CALL

President Michael Hamilton called the meeting to order at 8:00am. Secretary Diane Madigan took Roll Call 15 Board Members were present.

II. OFFICER'S REPORTS

President's Report:

• **General Comments**

President Michael Hamilton opened the meeting with a moment of silence for Egon Vollrath and retired USA Judge William Fields. Mike reported that our organization is maintaining its status as the #1 German Shepherd Dog Organization in the United States. Financially we are still in deep recovery from bad decisions made over five years ago. The money collected for tax relief was not even close to satisfying the lien, because only a portion of the clubs participated. Mike thanked those that did understand the need for stepping up and donating to the cause. The September 11 disaster sent the economy and donations reeling from dramatic market losses in all major segments. We went from \$30,000 to \$40,000 in donations to \$0. Bill Plumb has done an outstanding job as Treasurer and through his leadership we are making headway, the light at the end is getting brighter. Mike announced that the national organization would be managing our National Events starting with the 2003 Sieger Show. Mike indicated his support for Jim Elder's election for President. In addition to Jim's duties as Webmaster and Apprentice Working Judge, Jim has been very active in running the management side of our organization over the last six months.

Mike has had several discussions with Wayne Davis, WDA's new President, concerning the unification of the WUSV World Championship Team. Once a mutually accepted agreement is developed, Mike will distribute it to our Executive Board, World Championship Committee, and the National Events Committee for review and discussion.

• **Meeting with the SV**

Mike reported on a meeting that he, Jim Elder, and Stephanie Dunion had at the SV Office on February 22. They met with Clemenz Lux, Director of the SV, Herr Lux assured them that no one organization will be allowed to send a team to the WUSV. The process for procuring SV judges was discussed at great length. All clubs requesting SV Judges must contact Stephanie Dunion within 90-days minimum from their trial dates. We must change the way we have been doing business for the procurement of Foreign Judges.

Mike and Jim toured the SV Office and had an in-depth look at their programs, systems, and how they interact. We should be handling USA/SV registration documents in an electronic format within six months. Jim Elder will oversee this transition. Mike and Jim also reviewed the BH rule changes; these changes are pending FCI/SV agreement. Herr Lux advised them that minor differences in the FCI rule changes such as having the practical portion of the B completed at the club or any location where it is practical, or raising the limit of dogs per day to 12 will be allowed. However, WUSV member organizations that do not adhere to the FCI mandated rules, especially in reference to the 70-point protection rule could jeopardize their membership status. Herr Lux will send rule changes as he receives them. Mike has invited Herr Lux as our guest to this year's Sieger Show.

• **Overview**

USA is a breed club representing the German Shepherd Dog. Mike will appoint Johannes Grewe as our first USA Kormeister effective on this day, March 2, 2002. Awards that Johannes gives are like all USA judges... titles are good only in America and now Canada.

• **Restructure USA Executive Board**

It has been reported to the membership for over two years, that we have been advised by counsel and outside consultants that we need to restructure and streamline our Executive Board. It is a fact that 90% of the work is being accomplished by less than 10% of our Board. Mike would like to see a bylaw change to restructure the Executive Board to consist of front line officers and the Board Members at Large. The Regional Directors would remain members of the General Board. Mike reported this move would save precious dollars spent on travel to meetings.

• **Judges College**

The USA Judges College and the HOT Tournament will begin a rotation next year. 2003 the Pacific Northwest will host the event, 2004 Triple Crown, 2005 East Coast.

• **2009 WUSV Championship**

Mike suggested a possible partnership with the GSSCC to host the event. Mike has reviewed a site presented by Doug Deacon. Bids for the 2009 WUSV Championship must include USA involvement, subcontractors. Kay Koerner interjected that we must pay off our tax debt so we look more favorable for sponsorship.

Vice President's Report:

General Comments

➤ **Office**

Jim Elder arrived at the Office two days prior to the meeting. He inventoried equipment, reviewed our staff, and their duties. His conclusions of the current state of the office:

- The computer systems are so slow and inefficient to the point that often they need to be rebooted several times a day just to function.
- The programs being used are outdated; the current database can't be used in its entirety because of so many programming problems.
- The office staff is overtaxed due to this old equipment, which means all data is done by paper and in filing cabinets.
- Productivity of the office staff is overtaxed by phone calls that pertain to information that is readily available on the web or answered by Regional Directors and breed wardens.
- 60% of the paper work sent to the office is not completed correctly; this includes trials, shows & surveys, membership, and registration. This considerably slows the process, which creates more work chasing correct information.

The purpose of the office is to process the information collected from our programs and services and certainly to provide a certain level of service in answering questions pertaining to those areas. Jim's observation was that productivity at the office comes to a halt with every phone call concerning questions to which the answer is located clearly on the documentation in question and/or on the website. Much of the paper work sent to the office is incomplete. Each department has a file of uncompleted documentation, sent by members or clubs. The staff must then contact each individual in an effort to process their request.

If the office continues to receive the number of calls and incomplete documentation Jim witnessed and if it is our intention to provide this level of service and process the paper work generated by programs in a timely fashion, we will need to substantially increase our membership dues and program costs just to afford a support staff to answer phones

and chase down the documents required to complete the process.
Some alternatives to increasing dues offered by Jim:

- A new database is being designed specifically for this type of business; bids are being accepted for new operating systems and software. This is a complete system that will store all pertinent information collected by the office. The system will allow searches of information needed to run the organization. Officers need to send Jim a list of the reports that they want the new system to supply. The new network based system will allow the Treasurer to have online access to the current accounting information and will allow the Secretary to online access to membership information. The new operating system will be in full use by September.
- The membership should be prompted to contact their RD, RBW, club contacts and website for common informational needs before contacting the office. The Regional teams of RD, RBW and club contacts will need to be educated hence the need for an organizational manual to answer these questions. An organizational manual will be available this year.
- The office staff has no control or authority in making organizational policies; all complaints should go directly to the elected officials.
- Incomplete paperwork will be held in a limbo file, the sender will receive a form letter generated by the office requesting the missing documentation and an additional processing or late fee will be assessed.
- The Regional Director and Breed Wardens will be sent a letter when Clubs do not complete Trial/show paperwork properly and in a timely fashion. The Regional officers would be prompted to educate the club on correct procedures, along with possible additional late fees or processing fees.

We have obtained the assistance of a group of MBA college students. They will be doing an operational study of USA at no cost to give suggestions for better management, PR and organizational resources. Jim asked that all Executive Board members return a survey within 10 days. *Survey on file.*

➤ **Organization**

Jim reported that only a few volunteers are doing most of the work for USA. Membership involvement happens at the local and regional level; our policy or lack of clear policy has everyone heading in different directions. USA is operating on vague and often subjective rules, we must describe the role that every officer, committee, club and members play, and their parts in making USA function in unity. We need to clarify our policy. It is vital that we provide this information to membership, and encourage membership involvement.

9:05 John Oliver arrived

Presently we have no committee, group, or individual assigned to address education, and no written directive about educating our membership. Jim's biggest concern in regards to PR is membership perception. Perceptual problems occur when information, rules, policies, and general information is not disseminated in a clear and concise fashion. The organization needs to consider and clearly define the responsibility that lies with the organization, the clubs and our members. The clubs and members need to know where their responsibility lies in order to maintain membership with USA. We need to clearly define what happens when you don't follow the rules.

All organizational documentation needs to be reviewed, cleaned up, clarified, and outdated or incorrect information removed. The rules, regulations and bylaws should be 100% clear to everyone. This documentation should be organized in the form of a manual, and should then be made available to the clubs. Presently Diane, Mark and Kay are diligently working on this item.

Jim indicated that it would be valuable to assign a job description to the Members at Large. Jim suggested that the Members at Large should be used as a PR and informational steering committee or as the committee for maintaining policy; the committee would maintain and update the organizations policy manual.

Jim feels that our present Executive Board management structure is too cumbersome and is extremely inefficient. A smaller EB would allow more productivity, and would allow the other members to concentrate on specific tasks. He supports the idea of an executive board made up of line officers and Directors at Large. The Regional Directors would continue to have a vote at the General Board Meeting and committees should be used to further support the effort of the EB.

Regional Management Policies

Jim met with most of the Regional Directors in Taunton, and sent letters to them about forming a committee or group to discuss their views and recommendations to the Executive Board regarding National Rules for regional management, this is an area that cannot be overlooked and is long overdue for change.

Jim believes that Regional Directors and their support should be responsible for the management of the clubs in their region, and national rules should be in place that allows the Regional Director to guide the region in operating as an extension of the organization. Like the other officials of USA, the regions, clubs and members should be held accountable to promote what is in the best interest for USA. It is our responsibility to require clubs to adhere to some guidelines pertaining to public image and insurance coverage and guidelines pertaining to clubs acting as a club instead of a personal business.

Policy should include but not be limited to Regional Championships, Regional Conformation Shows and Breed Surveys, Regional funds, Regional programs, i.e. handling, training, conformation, trial secretary and helper seminars, youth programs and events. Regional Newsletters and Regional Websites should be utilized to release current information.

Members need to know when they join USA that they have certain simple responsibilities. A membership statement should be added to our membership application and the membership card.

"As a member of the United Schutzhund Clubs of America, I promise to do my best to uphold the objectives of the Organization, to read and understand the rules, regulations, and bylaws, and to conduct myself in a sportsmanlike manner at all times."

USA must take an active role in dealing with the complaints that arise over business that is conducted by members, under the guise of USA affiliation. Individuals have the right to conduct private business in any manner they choose, except when they do so under the USA banner. In the past, leadership was instructed not to get involved, but if it has to do with USA's image it is our responsibility.

Judge's Program

Mark has implemented many worthwhile changes to the judges program. Many valuable discussions were given this year at the judge's college regarding the judge's role as diplomat, and the value in presenting a much more receptive, friendly and approachable attitude during assignments and at National Events. The harsh reality is that we need more judges. Clubs should be encouraged to use Canadian Judges.

Committees

I have included in my report a copy from Sturgis on how committees should function and Diane will send a copy via E-mail to all committee members they must be reminded that they should report their progress or lack of progress directly to the President or body that put them in motion, at least quarterly. The EB and/or President should give direction or suggestions to committees to investigate future programs within their scope. Committees can be a great value to USA if we use them properly, we must elect or appoint members that are willing to participate, give them direction, and allow them to perform their designated function. We need to determine whether the current committees are of value to USA and either disband them or revitalize them.

This committee should be a great value and asset to USA simply in promoting why our organization is so important. Jim believes this is a very important committee, which needs some help and direction from the organization. Like the Judges committee Jim feels that it should consist of police members and general members that are willing to promote the K-9 program and help the committee move forward.

Helper Program

The current helper committee is doing a good job of furthering the techniques and safety of trial helpers in USA and is a very active group. The helper seminar at the Nationals is a great promotion of the USA education machine in action, but it should not be done at the expense or inconvenience of the competitors. The venue for this seminar needs to be away from the stadium and practice areas so as not to interfere with preparation for the event. Spectator perception at the selection of helpers for our National Championship has left USA open for ridicule; the committee should present a resolution to the EB and resolve this issue. Jim feels this committee could use some direction from the President about the importance of determining a better, less controversial ways in selecting the helpers.

National Events

The National Events Committee has been working very hard to bring important changes to our National Event Scheme. Many recommendations will be coming from this committee.

Once an agreement is reached with the WDA regarding the one team issue for the WUSV, we need to have several round table discussions and request input from the NEC and WCC regarding the number of National Events and the current qualifying process. There should be an open discussion with the general membership about this issue, to objectively determine what is in their best interest.

Jim recommends that members be required to show at a regional championship to qualify for the Nationals. This would bring more interest for both the spectators and competitors at the regional level. This also means that the Region would need to provide a suitable venue. USA should manage and run National Events beginning with the 2003 Sieger Show.

SV/USA Registry Supplementation

USA membership should be proud that in this country we have always tried to stand up for what is correct in preserving the future of the German Shepherd Dog as a working dog where other organizations have failed. That was the purpose of our organizations efforts to work under the guidance of the SV in the beginning and should remain as our objectives today.

In 1989 we signed a contract with the SV for a Dual Registry, and by all indications it was in fact a complete and recognized dual registration. At some point in time the look and numbers used on the USA pedigree changed, we can only assume that the SV notified the USA leadership at the time of the change because we have no documentation or knowledge of any notification from the SV on said change. During our president's first term of office (1998-2000) he sent several representatives to the SV on a fact-finding mission. After the discovery that our dual registry really was not a dual registry but simply a supplementation to the AKC pedigree, a dialogue was started about creating our own supplementation documents. Apparently our discussion about such a program offered by USA was not well received by the SV.

It is my hope that we can resume our dialogue with the SV pertaining to the future benefits that such a program would have for not only the membership of USA and the German Shepherd Dog, but for that of the USA/SV partnership. Currently our dual SV/USA registry supplementation is cost prohibitive. USA has been absorbing the cost of processing the documents sent to the SV in hopes that the memberships might have more interest in using the program. With use of the program currently declining, it is necessary for USA to increase these programs costs to reflect the actual cost of processing and shipping fees. The decreased use of this program is counter to our objectives, and those of the SV. With further discussions I am sure that by the January of 2003 we can come to an agreement on the use of the SV/USA supplemental registration that will benefit everyone.

Jim feels the February meeting with the SV was very positive. He thinks Mike has opened a good line of communication, and will continue to further our relationship with the SV office.

Jim recommends that Johannes Grewe be appointed our first breed survey judge. Our Regional Directors should recommend Johannes Grewe and Karen MacIntyre as judges for Regional Conformation Shows.

➤ Conclusion

This report is repeatedly speaking for management and organizational change. In many areas the organization is not meeting the needs of the majority of its membership. During the discussions for change we all must look up from our personal area of awareness in USA and look around at the organization as a whole. The organization is made up of members with diverse goals and interests. USA must provide an environment, which helps members meet their goals while educating and promoting the fundamental purpose of USA, which is to preserve the German Shepherd Dog in accordance with the breed standard as a working dog.

We cannot meet USA's fundamental purpose by providing substandard education and service to its members, nor can we meet those needs by expecting any less of regions and clubs. Change of this magnitude will require an immense effort and cooperation from those members that are currently serving USA. We need to focus and have vision in order to promote the future of USA It is time we started giving back to the grass roots, which are the regions, clubs, and members. Let's bring the pride, honor, and fun back.

Jim has asked Donna Rednour to develop guidelines for a sponsorship program. *Draft in Secretary's file.*
As always, Jim's report was filed with the Secretary.

10:40 am. Break #1. Meeting reconvened at 10:55 am Roll Call, 16 EB members present.

Treasurer's Report:

Bill Plumb reported that we are feeling the effects of the economic downturn. Our membership revenue is down and there is no sponsorship revenue. While we are breaking even under generally accepted accounting principals, we have items from prior years that we have to pay and that are causing a drain on our cash. We need to make some changes to increase our cashflow. If we continue to finance all the programs that we had last year, our budget shortfall is \$50,000. We need to increase fees and/or cut expenses. Bill reported that the revisions are based on his opinion that if programs benefit all members, then membership dues should fund them. Other programs benefiting a limited group of our membership should pay for itself. *A revised proposed budget was distributed.*

Budget Actions

Breed Registration: We run a loss of approximately \$35,000 per year. We will need to increase our USA/SV Breed Registry fees by at least 50%; these increases need to be implemented immediately.

Membership revenue is down. Both Mike and Jim interjected that we must maintain membership.

All Regional Directors will be given quarterly statements regarding clubs that have delinquent members. To present a balanced budget, Bill Plumb revised the budget to reflect a \$25 increase in club membership and increased USA/SV Breed Registry fees by 50%.

IRS Account: Our original obligation was \$24,000 plus interest that accrues daily. We have paid off about \$6,000 and have an estimated \$7000 in an account that Bill is accumulating in hopes of completely paying off this account. Because all the clubs have not responded to our tax relief drive voluntarily, we may need to make an assessment.

Bill recommended that we eliminate the \$2000 national event sponsorship for hosting clubs. Bill reduced the budget for the National Events Committee Travel by \$1000, and reduced the office travel by \$1750.

WUSV Team: Bill recommended a reduction of the WUSV Team Expenses to contributions received, which are \$5500 at this time.

SV Judges Travel: Bill recommends that we "stop being the bank" for SV Judges Travel. There are currently 5 clubs that owe \$3500. Bill has discovered refunds for returned tickets that were not "used" that may amount to \$5000.

Secretary's Report:

Diane Madigan reported that the Minutes from the 2001 General Board Meeting were sent to the clubs, printed in the magazine and posted on our Website. In the 2001 GBM Minutes, National Breed Warden's report, Diane erroneously reported that dewclaws are no longer forbidden in Germany; E-collars should have been recorded.

15 E-ballots have been processed since the GBM, these results were printed in the magazine and will be added at the end of this report along with the approved policies and procedures from this meeting

Additions for New Club List: 1-3-02, Southwest Working Dog Assoc (SW).

Records Retention Policy Reminder: All e-mail and other correspondence that has been reconciled should be deleted after one year. However, a personal copy of documents that are public knowledge may be retained.

Diane continued to request electronic access to membership and club information. She feels that being a volunteer organization, accessibility through the office staff to these files should not be limited to regular business hours, as work is often accomplished in early mornings, weekends, and evenings. Accounting and membership information for our Treasurer also must be accessible.

Diane also expressed a need for a procedure for presentation and approval for modifying existing programs and presenting new programs. A preview of such documents will allow the Board to have sufficient time for a thorough review, saving time at meetings. *Report in Secretaries File*

Approved mail ballots following the 2001 GBM:

E-ballot #10-01

Subject: Member Services

You must be a member of USA to obtain USA registration services.

E-ballot #11-01

Subject: Annual Trial Waiver

Waive the annual trial requirement for the Chicagoland Schutzhund Club

E-ballot #12-01

Subject: USA Breeding Regulations 6.6 Register of Dogs With or Without Proven Ancestry

Clarify our approved Breeding Regulation 6.6 with the following additions:

FROM

6.6 Register of Dogs With Or Without Proven Ancestry

This register contains dogs who have appropriate breed characteristics and proven or unproven ancestry. These characteristics can be verified by USA and SV Judges, USA Breedwardens and Tattooers and Regional Directors.

Dogs verified through this process are not approved for breeding.

TO

6.6 Register of Dogs With Or Without Proven Ancestry

This register contains dogs who have appropriate breed characteristics and proven or unproven ancestry. The registry is called the "Performance Register." It contains dog's whose characteristics can be verified by USA and SV Judges (Conformation Show Judges as well as Performance Judges), USA Breed Wardens, USA Tattooers and Regional Directors. The German Shepherd Dogs contained in this register receive a "PR" Registration Number for scorebook purposes only. All dogs must be tattooed. The necessary forms will be available at the USA Office. The registration fee is \$30.00.

E-ballot #13-01

Subject: Annual Trial Waiver

Waive the 2001 annual trial requirement for the North Bay Working Dog Club.

E-ballot #14-01

Subject: Clarifications to USA Breed Survey Regulations

Approve the following amendments to help clarify our breed survey regulations:

3.2 Proof of completion of at least one SchH1 or IPO trial under an SV or USA trial judge. Amend to read; under a USA recognized trial judge.

3.3 Proof of completion of an AD test under an SV or USA judge.

Amend to read; under a USA recognized judge.

3.5 Proof of a breed show rating of at least "good" under an SV or USA Conformation Judge. Amend to read; under a USA recognized conformation judge.

Clarification to 3.1

Only German Shepherd Dogs registered with USA are eligible to participate in a USA Breed Survey (if residing in the United States). Dogs must be at least two years old in the year of the survey.

E-ballot #15-01

Subject: Changes in Documentation Requirements for Litter Registration and Breed Survey.

Approve the following changes:

Litter Registration Documentation Requirements:

Addition:

Sire and Dam (if residing the United States) must be registered with USA.

From:

Original hip certification form for sire** and dam, if not indicated on the pedigree. Effective for breedings taking place on or after January 1, 1996, both parents must have a recognized hip certification. For a list of recognized hip programs, please contact the USA Office.

To:

Original hip certification form for sire** and dam, if not indicated on the pedigree. Effective for breedings taking place on or after January 1, 1996, both parents must have either an OFA certification or an "a" stamp.

Breed Survey Documentation Requirements:

From:

Original OFA Hip Certificate, or proof of "a" stamp indicated on registration papers. For a list of other recognized hip programs, please contact the USA Office.

Delete the sentence that reads:

For a list of other recognized hip programs, please contact the USA Office.

E-ballot #16-01

Subject: Additions to USA Breeding Regulations

Approve the following additions to our breeding regulations:

Addition 3.1.4

Only USA Breed Wardens are authorized to inspect litters. However, in case of an emergency, a licensed veterinarian can act as Breed Warden, upon receiving instructions from the Regional Breed Warden and signing a form, stating he/she is familiar with the Breed Warden duties. It is the Regional Breed Warden's responsibility to forward this form to the USA Office.

Addition 3.1.5

Only USA Tattooers and USA Regional Breed Wardens are authorized to tattoo litters. However, in case of an emergency a licensed veterinarian can act as tattooer, upon receiving instructions from the Regional Breed Warden and signing a form, stating he/she is familiar with the tattooing procedure. It is the Regional Breed Warden's responsibility to forward this form to the USA Office.

Addition to 4.1.1 (Addition BOLD and underlined)

4.1.1 Eligible for Breeding

Eligible for breeding are all dogs entered in the USA Breed Book who, on the day of breeding have a training title awarded under the training regulations (SchH 1-3, IP 1-3, HGH, or a training title of equivalent value) **under a USA recognized judge**. In addition, have received a show rating **of at least "good" under a USA recognized conformation judge, when not already breed surveyed under USA or SV regulations** and have an acceptable hip dysplasia rating.

Addition 4.2.6

The litter registration application must be received at the USA Office within 6 months after the time of whelping. If the application is received later than 6 months after the puppies are whelped, the litter registration can still be processed. However, a penalty fee of \$10.00 per puppy will be charged in addition to the registration fee of \$25.00 per puppy.

E-ballot #17-01

Subject: Breed Warden and Tattooer Regulations

Approve the following addition to 3.2.8. Breed Warden and Tattooer Regulations: (Addition in BOLD)

3.2.8 Acts as Local Breed Warden **and/or tattooer** in areas where they have none

E-ballot #18-01

Subject: Waiver for Annual Trial

Waive the annual trial requirement for O.G. California SchH Association.

E-ballot #01-02

Subject: Proposed judges for 2002 German Shepherd Dog Championship

Accept the Judge's Committees approved slate of judges for the 2002 German Shepherd Dog Championship.

TRACKING - Floyd Wilson, USA

OBEDIENCE - Michael Caputo, USA

PROTECTION - Bill Szentmiklosi, USA

E-ballot #02-02

Subject: Proposed judges for 2002 North American and FH Championship

Accept the Judge's Committees approved slate of judges for the 2002 North American and FH Championship.

TRACKING including the FH - Lance Collins, GSSCC

OBEDIENCE - Frank Mensing, SV/GSSCC

PROTECTION - Doug Deacon, SV/GSSCC

E-ballot #03-02

Subject: Board of Inquiry Case, High Plains Schutzhund Club vs Jim Cook

The Board of Inquiry has sustained the charge of unsportsmanlike conduct filed by the High Plains Schutzhund Club for actions by Mr. Jim Cook. Motion to accept the Board of Inquiry's following recommendation of discipline:

1. Mr. Cook must submit written letters of apology to Mr. Mark Chaffin, the High Plains SchH Club, USA Judge, Bill Knox, and to the Rocky Mountain / Great Plains Region by way of Regional Director, Mr. John Oliver. These letters must include specific apologies to witnesses, and address his unsportsmanlike conduct.
2. Mr. Cook will be restricted from showing in ANY 2002 USA Regional Championship events until the apologies are made. Once made, the restriction will be lifted and Mr. Cook will be permitted to once again show in Regional Championship events.

E-ballot #04-02

Subject: 2001 Annual Trial Waiver

Waive the 2001 annual trial requirement for the Air Capital SchH Club.

E-ballot #05-02

Subject: 2001 Annual Trial Waiver

Waive the 2001 annual trial requirement for the South Central PA Working Dog Club.

E-ballot #06-02

Subject: 2001 Annual Trial Waiver

Waive the 2001 annual trial requirement for the Tri-County SchH Verein of Western New York.

E-ballot #07-02

Subject: 2001 Annual Trial Waiver

Waive the 2001 annual trial requirement for the German Shepherd Working Dog Club of Western New York.

Approved Policies and Procedures from this meeting:

- Accept the proposed FY-2003 budget as amended.
- We will continue with the variances from VDH/SV rules:
Waiting period between USA trials reduced from 4 weeks to 2 weeks.
Limit on the number of dogs to be judged by one judge in one day in a Schutzhund trial increased from 10 dogs to 12 dogs.
- The event oversight for the Sieger Show will be returned to the Breed Advisory Committee.
- USA recognized judges are USA, Canadian, and SV judges, however all judges for USA sanctioned events must first be approved by the Director of Judges or the National Breed Warden respectively.
- Entry into the North American and the National SchH3 Championship is limited to members in good standing with the United Schutzhund Clubs of America. Individuals whose permanent residence is outside the United States are exempt from this requirement
- To participate at the USA SchH3 Championship, a qualifying score of 270 or better at a USA sanctioned event is needed.
- We will have no mandate for judges selected for national events. The judges could be all SV, all USA, or a combination of both. The host club recommends the slate; the Judges Committee passes on the slate, and the Board approves.

Criteria for Owner/Handler Trained Trophy for National Events:

The hosting club shall provide a trophy for the highest scoring owner trained and handled dog in the National Championship. To qualify for the trophy, the dog/handler team must meet the following criteria:

- The dog must have been acquired before the age of 6 months, and shall not have changed ownership at any point subsequent to this acquisition.
- The owner shall have handled the dog to all Schutzhund titles.
- At no time shall the dog have been sent or turned over to another individual for training. This does not preclude the owner from seeking expert help in the training of the dog. On the entry form, owner shall declare his or her eligibility for this award to enable the host club to track.
- Violations against USA's Breeding Regulations will be reviewed by the National Breed Warden and possibly referred to the Board of Inquiry.
- Future Director of Judges reports will provide a report on the judges' college including attendance.

Director of Judges:

Due to inclement weather Mark Przybylski did not attend meeting. Mike Hamilton read Mark's report.

Mark proposed an addition to a new USA Judges Program Section 8 F. to read:

F. All international judging assignments as well as all assignments outside of USA must have the approval of the USA Director of Judges.

SVF Judges:

All FCI or SV judges that move from the country where they acquired their license must first participate in the judges program where they reside, before they will be recognized to judge USA events.

We will consult with our attorney regarding judges' responsibility to our organization.

The rulebook is being revamped. Mark suggested we cut overall printing costs by printing the new book in a binder form so that when new rules are implemented only single sheets will need to be printed.

Mark approves of Johannes Grewe being named our first Kormeister after his completion of two apprenticeships under the USA Director of Judges. Mike added that Johannes Grewe and Karen MacIntyre have requested entry into our working judges program.

Mark will announce all rule changes regarding the BH as they become available.

Copies of the GB approved Judges Program and proposed revisions were distributed.

Report in Secretary's file.

National Breed Warden:

Johannes Grewe reported that he has opened communication with all newly elected regional breed wardens who are now members of the Breed Advisory Committee (BAC).

Johannes reported that he only received three responses from a recent request for BAC support at the upcoming Sieger Show.

Reminder: All clubs need to elect both a breed warden and a tattooer. These positions do not necessarily need to be filled by breeders, as breed wardens and tattooers cannot service their own litters. The most honest and correct person should be in this position. It may be possible for a club that cannot fill these positions to share with other neighboring clubs provided the local breed warden or tattooer agrees to do so.

The SV has sent their elbow dysplasia program to the Office. Like the "a" stamp program, they would like to provide this service for USA. The SV also sent their DNA program to the office; this program is now like the AKC's (cheek swab). The SV would like to make this service available worldwide. Both programs are written in German

and would need to be translated.

John Oliver gave a report on the March 29-31, 2002 Sieger Show.

Johannes thanked the board for their diligence over the Christmas holidays in considering his mail ballots.

III. COMMITTEE REPORTS

Auditing: Chair, Kay Koerner reported no new business

Board of Inquiry: Chair, Mo Weldon conveyed his report through the secretary, no open cases.

Breed Advisory: Report included with the National Breed Wardens.

Budget Committee: No Report

Bylaws Committee: Kay Koerner reported for John Koerner.

Editorial Committee: Editor Christine Kemper, sent notice to the Secretary that there is no new business to report with the exception Cheryl Morris' new daughter.

12:07pm Lunch Break. Meeting reconvened at 12:45pm 16 members present.

Helper Committee: Peggy Park reported for Chair, Gary Park. The committee asked that all Regional Directors utilize this committee for regional helper seminars. This committee's services are free. This committee would like to have clarification as far as their account is concerned. Bill Plumb asked that this committee provide an expense figure for the budget.

Judges Committee: Deferred to New Business

National Events: Jim Elder read a report that was submitted by chair; Tim Crusier. *Report in Secretary's file.*

- Vickie Keller reported on the progress her club is making towards the November 1-3 National Championship. Vicki distributed event packages. Jefferson-St. Clair would like the Judge's Committee to approve the following judges for this event: Al Govednik – Tracking, Peter Jacobs – Obedience, Kurt Falconstern – Protection, and WPO Ulrich Gerling. This event may start on Thursday, October 31 at 3:00 pm just after the General Board Meeting.
- GSD Championship: Lyle Roetemeyer reported on the upcoming April 13 and 14 event.

Nominating Committee: Chair, Kay Koerner gave a report.

Website Committee: Chair, Jim Elder asked that any volunteers interested in the Webmaster position contact him.

World Championship: Chair, Steve Robinson provided a report that was read by the Secretary. Anyone wishing to accompany the team to Steyr, Austria for the October 3 event should contact David Puzzo. *Report in Secretary's file.*

USA K-9: No Report

USA Office: No Report

IV. UNFINISHED BUSINESS: None

V. NEW BUSINESS:

A. NEW BUSINESS ARISING FROM REPORTS

Treasurer's Report:

Breed Registry Fees: Individual-\$60, Litter (per puppy)-\$30, Breed Surverys-\$45, A-stamp-\$82.50, Besch-\$45, Dental Noting-\$45. These increases will take effect immediately upon placement on the website.

Break 2:25pm Meeting reconvened at 2:30pm 16 EB members present.

Budget FY-2002-2003 Total Income: \$518, 665 Total Expenses: \$517,916 Net Income: \$749

Motion by Kay Koerner seconded by Kris Taves to accept the proposed FY-2003 budget as amended.

Vote #1 - Approved Unanimously.

Based upon Bill Plumb's recommendation, we are discontinuing the SV Judge's Travel Program. This will take effect immediately upon notice on the website.

Bill Plumb left meeting at 2:45pm

President's Report:

Recommend a bylaw change to restructure the Executive Board to consist of the front line officers and the Board Members at Large.

The Regional Director's were instructed to come up with solutions to dual member clubs, and possible RD waivers for 2 dogs per handler trial rule.

Vice President's Report:

Motion by Peggy Park seconded by Nathaniel Roque, to continue with the variances from VDH/SV rules:

Waiting period between USA trials reduced from 4 weeks to 2 weeks.

Limit on the number of dogs to be judged by one judge in one day in a Schutzhund trial increased from 10 dogs to 12 dogs. **Vote #2 - Approved Unanimously**

Motion by Kay Koerner seconded by John Oliver, that the event oversight for the Sieger Show will be returned to the Breed Advisory Committee. **Vote #3 - Approved Unanimously**

The Board thanked the National Events Committee for their work. The 2003 Sieger Show will be hosted by the National Organization under the direction of the Breed Advisory Committee. Johannes will present a budget for this event to the Treasurer. This event will continue to be in the 3-zone rotation approved at the 2001 GBM.

Break 4:30 Reconvened at 4:45. 13 members present.

The National Events Committee recommendations were reviewed. Some changes need to be made and upon completion will be presented to the Board.

Upon review by our attorney, the following statement will be printed on our membership application and membership card.

"As a member of the United Schutzhund Clubs of America, I promise to do my best to uphold the objectives of the Organization, to read and understand the rules, regulations, and bylaws, and to conduct myself in a sportsmanlike manner at all times."

National Breed Warden

We will begin implementation of our own dental notation. Johannes will submit a statement for the website.

Effective this day, March 2, 2002 Johannes Grewe is appointed by Mike Hamilton as Breed Survey Judge #1.

Agenda Item: Breeding Regulations Correction

Change the responsible person from Regional Director to the Regional Breed Warden's responsibility to forward forms to the USA Office in 3.1.4 and 3.1.5 of the Breeding Regulations.

3.1.4

Only USA Breed Wardens are authorized to inspect litters. However, in case of an emergency, a licensed veterinarian can act as Breed Warden. Upon receiving instructions from the Regional Breed Warden and signing a form, stating he/she is familiar with the Breed Warden's duties. It is the ~~Regional Director's~~ **Regional Breed Warden's** responsibility to forward this form to the USA Office.

3.1.5

Only USA Tattooers and USA Regional Breed Wardens are authorized to tattoo litters. However, in case of an emergency a licensed veterinarian can act as tattooer, upon receiving instructions from the Regional Breed Warden and signing a form, stating he/she is familiar with the tattooing procedure. It is ~~the Regional Director's~~ **Regional Breed Warden's** responsibility to forward this form to the USA Office.

Vote #4 - Approved Unanimously

Clarification of USA recognized judges.

Motion by Johannes Grewe seconded by Lyle Roetemeyer USA recognized judges are USA, Canadian, and SV judges, however all judges for USA sanctioned events must first be approved by the Director of Judges or the National Breed Warden respectively.

Vote #5 Yes-12 Abstained-1 Motion Approved

A By-law change for the name of the Director of Judges to the National Training Director was recommend by Jim Elder. **Tabled.**

VI. ADJOURNMENT

Motion by Lyle Roetemeyer, seconded by Deb Quaka to adjourn until 8 am, March 3, 2002 **Approved Unanimously**
Meeting adjourned at 6:30 pm.

MINUTES
Executive Board Meeting
March 3, 2002
USA Office, St. Louis, Missouri

I. CALL TO ORDER AND ROLL CALL

President Michael Hamilton called the meeting to order at 8:00am. Secretary Diane Madigan took Roll Call 13 Board Members were present.

II. NEW BUSINESS

A. NEW BUSINESS ARISING FROM REPORTS AND PRESENTATIONS CONTINUED

Agenda Item National Events:

Review current entry requirements for USA SchH3 Championship.

Entry into the North American and the National SchH3 Championship is limited to members in good standing with the United Schutzhund Clubs of America. Individuals whose permanent residence is outside the United States are exempt from this requirement. **Vote #6 Approved Unanimously**

Statement: To participate at the USA SchH3 Championship, a qualifying score of 270 or better at a USA sanctioned event is needed.

The GSD Championship entry requirements differ from those for the NA and the National. Diane will compile the current rules and send to Mike, Jim for review before publishing.

Agenda Item: Review Existing Rules for National Event Judges.

Motion to have no mandate for judges selected for national events. The judges could be all SV, all USA, or a combination of both. The host club recommends the slate; the Judges Committee passes on the slate, and the Board approves. **Vote #7 Approved Unanimously**

B. NEW BUSINESS ARISING FROM EB INTERNET DISCUSSIONS

A Bylaw change is required regarding Trial Waiver Rules.

C. OTHER NEW BUSINESS

• Agenda Item: Review criteria for Owner/Handler Trained Trophy for the National Championship.

The hosting club shall provide a trophy for the highest scoring owner trained and handled dog in the National Championship. To qualify for the trophy, the dog/handler team must meet the following criteria:

The dog must have been acquired before the age of 6 months, and shall not have changed ownership at any point subsequent to this acquisition.

The owner shall have handled the dog to all Schutzhund titles.

At no time shall the dog have been sent or turned over to another individual for training. This does not preclude the owner from seeking expert help in the training of the dog. On the entry form, owner shall declare his or her eligibility for this award to enable the host club to track it.

Vote #8 Yes-12, No-1 Motion Approved

Regional Rules:

Lyle Roetemeyer read a presentation regarding regional commitment and responsibility. *Report on file with Secretary.* Lyle volunteered to research and review items regarding Regional Rules.

Mandatory participation at a Regional Championship for entry to our SchH3 Championship was discussed.

Lyle Roetemeyer presented a report from Richard Greba, Mideast Regional Breed Warden. *Statement on file with Secretary*

Breeding Regulations

- Motion by Peggy Park, seconded by Julia Grayson: Violations against USA’s Breeding Regulations will be reviewed by the National Breed Warden and possibly referred to the Board of Inquiry.

Vote #9 Approved Unanimously.

Name Change:

Agenda Item Kris Taves proposal for name change of the organization with the following supporting information:

USA is a breed organization for German Shepherd Dogs.

The organization’s stated objectives include promoting breed surveys, establishing a Breed Registry, promoting conformation events for German Shepherd Dogs.

The current name of the organization makes no mention of the German Shepherd Dog.

Utilizing the breed name “German Shepherd Dog” in the organization’s name would better describe our organization, leading to enhanced public relations and membership growth potential among breed fanciers in this country and abroad.

We will file the appropriate paperwork to attach a DBA (Doing Business As) AFTER the present name, United Schutzhund Clubs of America. Diane will conduct an internet discussion among the Executive Board for possible names.

Director of Judge’s Report

- Motion by Diane Madigan seconded by Kay Koerner, future Director of Judges reports will provide a report on the judges’ college including attendance. **Vote #10 - Approved Unanimously**

III. ADJOURNMENT

Motion to adjourn by David Wood seconded by Peggy Park. **Approved Unanimously.**

Meeting adjourned at 10:45 am.

To the best of my knowledge, these minutes are an accurate record of the proceedings of the Executive Board on March 2 and 3, 2002.

Respectfully submitted,

Diane Madigan

March 12, 2002

Appendix #1

**ROLL CALL VOTING RECORD
EXECUTIVE BOARD MEETING
MARCH 2 & 3, 2002
ST. LOUIS, MISSOURI**

<i>Vote Number</i>	1	2	3	4	5	6	7	8	9	10
Michael Hamilton	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Jim Elder	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Diane Madigan	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Bill Plumb	Y	>	>	>	>	-	-	-	-	-
Mark Przybylski	-	-	-	-	-	-	-	-	-	-
Johannes Grewe	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Kay Koerner	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Jim Hill	-	-	-	-	-	-	-	-	-	-
Al Govednik	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Debra Quaka	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Scott Boedecker	-	-	-	-	-	-	-	-	-	-
Julia Grayson	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Joe Marcantonio	-	-	-	-	-	-	-	-	-	-
Todd Morganti	-	-	-	-	-	-	-	-	-	-
John Oliver	Y	Y	Y	Y	Y	Y	Y	N	Y	Y
Peggy Park	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Lyle Roetemeyer	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y
Nathaniel Roque	Y	Y	Y	>	>	-	-	-	-	-
Kristian Taves	Y	Y	Y	Y	A	Y	Y	Y	Y	Y
Vicki Keller for Floyd Wilson	Y	Y	Y	>	>	-	-	-	-	-
David Wood	Y	Y	Y	Y	Y	Y	Y	Y	Y	Y

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