

LOCATION: Double Tree by Hilton Pittsburgh Greentree - 500 Mansfield Av, Pittsburgh, PA 15205

CALL TO ORDER:

ROLL CALL: Check in at 8:30 am; MEETING start time 9:00 am

APPROVAL OF MINUTES: General Board Meeting, November 1, 2018

OFFICERS REPORTS: Will not be read

President - Vadim Plotsker

Vice President - Mark Scarberry

Secretary - Michele Clubb

Treasurer - Jim Alloway

Director of Judges - Nathaniel Roque

National Breed Warden - Heidi Theis

COMMITTEE REPORTS (Reports only - no new business) - will not be read

Auditing Committee - Yvette Skinner

Board of Inquiry - Trish Sansbury

Breed Advisory - Heidi Theis

Judges Committee - Nathaniel Roque

Event Planning Committee - Michele Clubb

Nominating Committee - Betty Thomas

World Championship Committee - Rob Dunn

SPECIAL COMMITTEES

Bylaws Committee - Sara Wallick

General Education Committee - Kathy Moacanin

Helper Committee - Don Yelle / Sean Murphy

Magazine Committee - Alejandro Almaguer

Membership Committee - John Bochenek

RH Committee - Stephanie Dunion

Tracking Committee - Mark Chaffin

Technical Committee - **No chair**

Youth Committee - Michele Scarberry

Website Committee - **No chair**

Question/Answer from General Board

NEW BUSINESS:

Election of USCA Committees

** Incumbents (All positions having multiple candidates are shown in alpha order of last name. The order shown is not a ranking of the candidates)*

Judges Committee (2) – Member at Large

Mike Gardner*

Gary McGillivray*

Events Planning Committee (former National Events Committee) (4)

Michele Clubb*

Tony Copani*

Cherie Flores

Roni Hoff*

Hal Lymus*

Cathi Windus

Nominating Committee (5)

Nina Bingham*

Carolyn Daniel

Gary McGillvary*

Kevin Nance*

Betty Thomas*

OTHER NEW BUSINESS

1. **USCA Code of Conduct document - proposal to accept this document as USCA policy for all members. - Carissa Kuehn**

****The proposed Code of Conduct is posted on the USCA website. It was also sent out with the agenda to club contacts****

Background:

Many dog sport organizations, including GSSCC and GSDCA, have adopted formal codes of conduct or ethics that outline the expected behavior and conduct for their members, officials, representatives, etc. USCA has no such formal document promoting appropriate conduct and sportsmanship among its members. Having an established code of conduct is crucial for the long-term health of our organization, breed, and IGP dog sport. Adopting a code of conduct will facilitate the safety, enjoyment, and preservation of our organization, breed, and sport, and will help make participation in our organization and in IGP a more positive and rewarding experience. Adopting this code of conduct will bring us forward into the modern era, and will help ensure that time-honored principles of good sportsmanship, honesty, integrity, respect, consideration for others, and personal responsibility remain central to our organization and our membership.

The Sportsmanship Committee has drafted this Code of Conduct and submitted it for approval at the GBM as USCA policy for all members. This is not a bylaw amendment or addition to the Rules and Regulations document, but is a stand-alone document to be published on our website and included as part of the membership process.

2. **Bylaws amendment to add the Code of Conduct as a requirement of membership - Article IV, Section 1 - Types of Membership - Carissa Kuehn**

Current: USCA is committed to providing an inclusive and welcoming environment for all of its members, one in which each individual is treated with dignity and respect. Accordingly, it is the policy of USCA that no member should engage in behavior that constitutes harassment or discriminates against another based on race, color, religion, sex, national origin, gender, disability, or any other characteristic protected under applicable federal, state or local law. This policy applies

to all USCA activities, publicity and any circumstance in which the member is identified as connected with USCA.

To: USCA is committed to providing an inclusive and welcoming environment for all of its members, one in which each individual is treated with dignity and respect. Accordingly, it is the policy of USCA that no member should engage in behavior that constitutes harassment or discriminates against another based on race, color, religion, sex, national origin, gender, disability, or any other characteristic protected under applicable federal, state or local law. This policy applies to all USCA activities, publicity and any circumstance in which the member is identified as connected with USCA. **Additionally, all USCA members must abide by USCA By-laws, Rules and Regulations, and the Code of Conduct.**

3. Amend USCA Bylaw Article IV Individual Membership, Section 2(a) - Jim Alloway

Current: The General Board of Directors shall establish the amount of dues for all types of membership. Honorary members shall be exempt from annual, or multi-year dues. Dues may be payable for either a one (1) year, a two (2) years respectively from the date of origin. In the case of Lifetime Memberships, dues are payable in a one-time lump sum and shall be honored for the natural life of each Lifetime member who shall pay no further dues to the association. Lifetime Members remain responsible for payment of applicable local club dues. (GBM 2013)

To: The General Board of Directors shall establish the amount of dues for all types of membership. Honorary members shall be exempt from annual, or multi-year dues. Dues may be payable annually or in multi-year terms as established by the Executive Board. In the case of Lifetime Memberships, dues are payable in a one-time lump sum and shall be honored for the natural life of each Lifetime member who shall pay no further dues to the association. Lifetime Members remain responsible for payment of applicable local club dues.

4. Dues decrease for multiple year memberships - Jim Alloway

Members have asked for multi-year options for payment of dues. After full review, we are proposing that a 5% reduction for paying for two years in advance. We believe this is fair and gives members both the convenience and cost savings they've asked for. The executive board will meet shortly after the GBM to discuss other options based on discussion at the GBM.

To:

ONE YEAR DUES

Remain the same with the added / adjusted figures below.

Youth / Veteran Membership: \$25

Seniors over 70 with 20+ years of prior membership: \$25

Additional for 1st class postage for magazine: \$30

TWO-YEAR DUES (5% Discount)

Single Membership: \$190

Family Membership: \$285

Youth / Veteran Membership: \$47

Seniors over 70 with 20+ years of prior membership: \$47

Additional for 1st class postage for magazine: \$60

5. Amend USCA Bylaw Article V, Section 1, b(v) Automatic Event Waiver for hosting/co-hosting USCA Championship Events - Dennis Vander Linde

Add the following language:

Any club(s) that co-hosts a USCA National working event shall receive an automatic event waiver for two calendar years following co-hosting the event (the exempt years must be “used” in both or either of the following two years). Any club that hosts the WUSV Qualification Trial, co-hosts the USCA Sieger Show, or hosts a regional championship or regional conformation show, shall receive an automatic event waiver for one calendar year (the exempt year must be “used” the following year).

For clarification, if a club co-hosts with USCA a National event in 2020, they would be exempt in 2021 and 2022 and would not have to host an event until 2023. If a club hosts one of the other qualifying events, they will receive a one-year exemption that must be used the following year. If co-hosting a National event, the exempt years must be “used” in 1 or 2 of the immediate 2 years following the hosting of the event. A club may choose to host an event during the exemption period and forgo the automatic event waiver. The intent of this motion is to provide additional incentive to co-host a National event or host a qualifying event. This motion will be retroactive for clubs that co-hosted a National event in 2017, 2018 or 2019 and to clubs that hosted a qualifying event in 2018 and 2019.

The intent of this motion is to provide greater benefit to co-hosting clubs and provide additional incentive to host. This motion will be retroactive to clubs that hosted / co-hosted in 2017.

6. Amend Bylaws Article V - Club Membership - Hal Lymus

Add language:

All clubs must affiliate or maintain full member status of the geographical region in which the club physically resides. Any club requesting special exceptions must appeal their request to USCA Executive Board.

7. EB #07-16 – #3 Club Regional Affiliation – Hal Lymus

Currently if a club is approved for “Special Exceptions” to be moved outside of their geographical region, there no requirement on when the “Special Exceptions” will be reviewed again. This amendment would require clubs to request the “Special Exceptions” every 4 years.

Current #3: If circumstances change in the future to alter the reason for the “Special Exception” the club must agree to a possible review by the Executive Board to be moved back into the region that they are located.

Add:

#3.1 – Any club who is granted “Special Exception” to be moved outside their geographical region will need to have their request reviewed by the Executive Board every four years.

8. Motion – If item #6 is approved – Michele Clubb

Any club who is currently a member outside their geographical region must have their request to remain outside of their geographical region reviewed within 90 days of the 2019 GBM. If the Executive Board approves the club to still remain outside of the geographical region they must be moved to a neighboring region as per EB #07-16.

9. EB# 18-19 To restructure the additional filing fees for non-USCA members - Nia Cottrell

Current: Per EB# 18-19 all non-USCA members will be charged a \$50 filing fee for entry into any USCA club trial. Members of GSSCC will be exempt from this additional fee due to reciprocity agreement between the two organizations. This fee will be the responsibility of the non-members entered in the local trial.

To: All non-USCA members will be charged a **\$25 filing** fee for entry into any USCA club trial. Members of GSSCC will be exempt from this additional fee due to reciprocity agreement between the two organizations. This fee will be the responsibility of the non-members entered in the local trial.

10. EB# 05-14 - Amend Event Notification Guidelines / Rules and Regulations Section Trial Procedures, Subsection B. Notification, #1 - Nia Cottrell

Current: Notification of USCA sanctioned events is to be provided to all clubs in the respective region(s) at least three weeks (21 days) in advance of the event

To: Notification of USCA sanctioned events will be provided to ALL full- member USCA clubs that are physically located in the host club's region at least three weeks (21 days) in advance to the event.

11. EB #01-16 – USCA Sanctioned Helper Seminar/Classification - Hal Lymus

Currently EB #01-16 states that clubs may not charge more than \$30 per helper in attendance of a helper seminar/classification. The amount of \$30 can cause a hardship on the hosting club if they need to bring in a teaching helper. There is no restriction for Tracklaying Seminar/Classification.

I propose that the maximum amount to be charged for each seminar (Helper and Tracklayer) be raised after discussion and suggestions from the General Membership.

12. Amend Article IV – Individual Membership Section 1 subsection d. Lifetime Membership - Past Presidents - Avi Cohen

Background: We do not pay our officers and the position of president consumes hundreds, if not, thousands of hours of time. This is a means of thanking them for their years of service.

Add Paragraph:

All USCA presidents (past, present, and future) will be offered a lifetime membership upon completion of their term as president.

13. Proposal – Regarding Plastic Membership Cards - Marlene Ferguson

This proposal is to eliminate the annual issuance of the plastic membership cards. Instead, continue to issue the thick paper cards and initiate issuance of pdf copies of membership cards. Having a pdf copy of membership cards facilitates submission of proof of membership when electronically entering events. Additionally, having a pdf copy allows for easy card replacement should the original be lost or destroyed.

Costs:

Plastic card: \$.34

Card Stock: \$.11

Postage for membership cards: \$.50

Renewal Cards: \$.17

Postage for renewal card: \$.32

Current membership number: 3593

Approximate cost of Plastic Card for 2019: \$1,221.62

Approximate cost for card stock card for 2019: \$395.23

Difference of: \$826.39 a year

14. Amend Bylaw Article VII – Board of Directors - Section 1 subsection G – Delegate Letter due – Michele Clubb

Current: Not less than thirty (30) days prior to the meeting of the General Board of Directors every USCA club shall send to the USCA Secretary a letter signed by two (2) officers of the club naming the club's Delegate. (The Delegate may not be one of the signers.) This letter shall specifically authorize this person to attend the meeting and vote on behalf of the club. The delegate and alternate shall carry a copy of the letter to the meeting naming him/her as the delegate/alternate. The alternate's letter shall be presented to the Secretary if it is necessary for the alternate to be seated in place of the club's Delegate. Clubs which are granted affiliated or full member status after the thirty (30) day deadline but before the meeting may send the required letter to the meeting with the club's Delegate. This letter must be presented to the Secretary before the Delegate or Alternate will be seated. Not later than two (2) days prior to the annual meeting of the General Board of Directors the Treasurer shall verify that a club is in good standing in order for its delegate to be seated.

To: Not less **than twenty-one (21)** days prior to the meeting of the General Board of Directors every USCA club shall send to the USCA **Office** a letter signed by two (2) officers of the club naming the club's Delegate. (The Delegate may not be one of the signers.) This letter shall specifically authorize this person to attend the meeting and vote on behalf of the club. The delegate and alternate shall carry a copy of the letter to the meeting naming him/her as the delegate/alternate. The alternate's letter shall be presented to the Secretary if it is necessary for the alternate to be seated in place of the club's Delegate. Clubs which are granted affiliated or full member status after the **twenty-one (21)** day deadline but before the meeting may send the required letter to the meeting with the club's Delegate. This letter must be presented to the Secretary before the Delegate or Alternate will be seated. Not later than two (2) days prior to the annual meeting of the General Board of Directors the Treasurer shall verify that a club is in good standing in order for its delegate to be seated.

15. Amend Bylaws Article XI Discipline Section 2 subsection b - Michele Clubb

Current: The President and Secretary of the organization may file charges on behalf of USCA against members or clubs without a deposit. Such charges shall be required to be notarized.

To: The President, Secretary and the **Director of Judges** of the organization may file charges on behalf of USCA against members or clubs without a deposit. Such charges shall be required to be notarized.

16. Bylaw proposal by Mark Scarberry to move the Helper Committee from Special committee status to Standing Committee.

USCA Bylaws provide for the creation of three types of committees: Standing, Special, and Appointed. The Helper Committee was established in 1999 and has fulfilled the task of instituting the Helper Program, the committee should not be dissolved even though the task is completed. The Helper Committee has remained functional for 20 years.

INCLUDE TO: ARTICLE X, Committees, Section 1 Standing Committees pg 17 - ADD: I, Helper Committee

Definition for Special Committee: Either Board of Directors shall have the authority to create special committees as deemed necessary. *Such a committee shall be dissolved when the task assigned to it is completed.*

Standing Committees are permanent. Members of these committees are elected by a plurality vote of the General Board. The members of these committees shall elect a committee chairman unless otherwise stipulated in the Bylaws. All members of standing committees serve two-year terms and must be full members of USCA.

17. USCA Helper Program - Mark Scarberry USCA Helper Program. version 8.0 May 10, 2012 pg 5

SECTION 4: HELPER COMMITTEE

Current: Appointed by the President, the Helper Committee shall consist of a minimum of seven (7) Members but not more than eight (8) as follows: USCA President, USCA Director of Judges, Helper Program Director, two (2) USCA Teaching Helpers and two (2) or three (3) USCA Members (may be USCA Teaching Helpers) the President deems necessary to execute the objectives of the Helper Program and represent USCA's Member's interests as they relate to Helpers and Trial helperwork.

Change to: Helper Committee will be elected by the general membership every two (2) years beginning in 2020. The Committee shall consist of USCA President, DOJ, plus a minimum of two (2) USCA Teaching Helpers and three (3) USCA members. Selection of the Committee Chair will be determined by the greatest number of votes

18. Amend Bylaws Article VIII - Officers of the association - Section 5 subsection a (ii) - Michele Clubb & Nominating Committee

Current: From the floor. After the Nominating Committee has delivered its nominations and report, nominations will be accepted from the floor. Only members of the General Board may make nominations. All nominations must be seconded. Nominees for Officers, Directors at Large, and standing committees must be present at the meeting of the General Board of Directors or must have furnished the Secretary with a written statement of agreement to be a candidate.

To: From the floor. After the Nominating Committee has delivered its nominations and report, nominations will be accepted from the floor. **Nominations from the floor will be allowed only if positions could not be filled by the Nominating Committee. Nominations must be made by a club delegate or member of the Executive Board. All nominations must be seconded. The nominee must be willing and able to fulfill the position and accept the nomination. Nominees may accept via electronic means such phone, email, text, etc.**

19. Amend Bylaws Article VII Executive Board of Directors – Section 2 (h) Eligibility – Dena McGown

Current: Individuals who have been convicted of any felony are prohibited from holding positions as members of the Executive Board.

To: Individuals who have been convicted of any felony are prohibited from holding positions as members of the Executive Board. **An individual may hold more than one elected office at the same time except that no member of the Executive Board may hold two different positions on the Executive Board during the same time**

20. Amend Bylaws Article VIII Officers Of The Association – Section 5(b) Eligibility – Dena McGown

Add:

ii. No individual may hold more than one elected position as an Officer during the same time