

April 2016 Secretary's Report

This report details the day-to-day activities of the ASCA Board of Directors. It includes issues brought before the Board of Directors through mail, fax, e-mail, and/or telephone communications.

This report is respectfully submitted by Kalla Jaco, Executive Secretary.

Board Email Motions: Committee Recommendations

CO.16.01 Change to Section 7.4 Owned or Co-Owned Dogs

Approve: Unanimous

Motion carries.

Motion by Dolan

I move to approve the following from the Conformation Committee:

Motion title: Conformation Committee Motion 2016-01 7.4 Owned or Co-Owned Dogs

Motion by Regina Bryant

Second by Sue Holtz

Rationale: To add clarity to the Conformation rules so that it does not contradict the Junior rules, I am adding verbiage from 1.8 #4 of the Junior Rulebook to 7.4 of the Conformation Rulebook.

Results of the committee vote:

Approve: 13 (Regi, Sue, Kathy, Dorothy, Sunday, Linda, Mish, Liz, Svenja, Mary, Nina, Peter and Debbie)

Disapprove: 0

Abstain: 0

I, Regina Bryant make the following motion to go into effect 45 days after publication in the Aussie Times:

PROPOSED WORDING:

7.4 Owned or Co-Owned Dogs

No dog owned, co-owned, bred, or co-bred by an officiating Conformation judge may compete in the same Conformation event that he or she is judging.

Dogs owned, co-owned, bred, or co-bred by an officiating judge may be shown in Junior Showmanship as long as the judge is not judging Junior Showmanship.

In no case will a junior show a dog to a judge who is an owner or co-owner, breeder or co-breeder of the dog.

CURRENT WORDING:

From the Junior Rulebook:

1.8 Ownership Requirements

1. To earn points in the Junior Program, the youth must own or co-own the dog, or it must be owned or co-owned by the juniors immediate family (Father, Mother, Brother, Sister, Guardian or Grandparent).

2. To earn points the dog must be owned by the appropriate person(s) and listed on the ASCA registration papers for a period of not less than sixty (60) days prior to the date of the show.

3. Dogs that are co-owned outside of the junior's immediate family must reside in the junior's home 75% of the year.

4. Co-ownership with Judges. If one of the owners of a dog is a judge officiating at a show, the dog may be entered in Junior Handling Only at an event where the judge is judging classes other than Junior Handling. In no case will a junior show a dog to a judge who has full or partial ownership of the dog.

From the Conformation Rulebook:

7.4 Owned or Co-Owned Dogs

No dog owned or co-owned by an officiating Conformation judge can compete in the same Conformation event that he or she is judging.

Judge Approvals

New ASCA Apprentice Agility Judge - Peggy Meersman (Belgium)

New ASCA Apprentice Agility Judge - Allard Wagenaar (Belgium)

New ASCA Agility Judge - Sherry Butler

New ASCA Rally Judge - Rachel Brostrom (Massachusetts)

New ASCA Rally Judge - Ronnie Bates (Georgia)

New ASCA Rally Judge - Corrine Shanks (Oklahoma)

New ASCA Provisional Rally Judge - Michael Greenhagen

New ASCA Provisional Rally Judge - Janet Kelly (South Carolina)

Committee Renewals & Appointments

Agility Committee

Renewed to the committee: Sue Graham (region 2), Gary Shipley (region 3), Robin McNeill (region 5), Andrea Hoffmann (region 5), Michael Kurdzo (region 6)

Added to the committee: Jan Niblock (region 4), Christine Carlson (region 6)

Conformation Committee

Renewed to the committee: Liz Gibson (region 1), Sue Holtz (region 1), Debbie Martin (region 1), Dorothy Montano (region 5), Peter Kontos (region 6)

Added to the committee: Erin Sumler (region 2), Ray Schafer (region 3)

DNA Committee

One applicant was denied appointment to the committee.

Hall of Fame Committee

Renewed to the committee: Dorothy Montano (region 5)

History Committee

Renewed to the committee: Sunday Miles (region 4), Jeanne Joy Hartnagle-Taylor (region 5)

Junior Committee

Renewed to the committee: Sarah Roth (region 1), Andrea Bair (region 2), Donalyn Shock (region 2), Regi Bryant (region 2)

Legislative Committee

Renewed to the committee: Sunday Miles (region 4)

MVA Committee

Renewed to the committee: Curt Uritz (region 2), Adriana Plum (region 4), Andrea Hoffman (region 5), Lori Fausett (region 5)

Added to the committee: Beth MacLehose (region 4), Anne Shope (region 5)

Obedience Committee

Renewed to the committee: Katie Van De Sandt (region 1), Marilyn Cherry (region 1), Penny Jameson (region 2), Rosalind Hall (region 5), Sandy Walroth (region 5), Jane Small (region 6)

Add new member: Pat Pierce (region 5), Guenter Geisel (region 7)

Rally Committee

Renewed to the committee: Karen Black (region 5), Pat Pierce (region 5), Sandy Walroth (region 5), Karen Souza (region 6)

Added to the committee: Heidi Iverson (region 1), Ann McCabe (region 2), Claudia Yearsley (region 3), Joan Skinner (region 3), Marianne Kunzmann (region 7)

Sponsorship Committee

Renewed to the committee: Ray Fryar (region 5), Mikael Hageus (region 7)

Stockdog Committee

Renewed to the committee: Jim McKay (region 1), Dan Sanderson (region 2)

Added to the committee: Mike Bowman (region 3), Jerry Schetterer (region 4), Judy DeShazo (region 5), Art Landry (region 6), Fabrizio Fusi (region 7)

Tracking Committee

Renewed to the committee: Anne Hershey (region 2)

Added to the committee: Beth MacLehose (region 4)

New Affiliate Club

Belgium Australian Shepherd Club

Spring Board Meeting Minutes

Thursday, April 7, 2016

Present: President Ann DeChant (via telephone), 1st Vice President Preston Kissman, 2nd Vice President Laura Gibson, Treasurer Pete Dolan, Secretary Ken Silveira, Director Linda Gray, Director Cindy King, Director Rachel Vest, Director Jan Wesen, Executive Secretary Kalla Jaco

There is a quorum with 9 voting members of the Board present.

- *Kissman called the meeting to order at 8:22 am Central Time.*

Items in Executive Session:

There were six items that were discussed in Executive Session below. The times are marked for when ES was entered and exited. Only the notice of the person's violation and the penalties assessed are published below.

Discussion of Norms

The Board watched a short video on the Five Dysfunctions of a Team (absence of trust, fear of conflict, lack of commitment, avoidance of accountability, inattention to results). It is important for each Director to respect what each other brings to the table and remember that all are here for the benefit of the Aussie. Directors need to take responsibility for their actions and choices, but be willing to change their position. The Board needs to engage in positive conflict – Directors must feel comfortable to bring up an idea outside of the current line of thinking, and not let conflicts fester.

Updated list of Board Norms:

- Hear / Listen with an open mind
- Do not interrupt; practice conversational etiquette; avoid divisive language; don't monopolize
- Respect and value each other's opinions; don't let things get personal; trust that we are approaching each other honestly
- Inclusion; everyone has a chance to speak
- Respect the decision; agree to disagree professionally; it's not about winning
- Make best effort to follow established procedures and rules before making decisions; apply/enforce rules consistently
- Stay on task; maintain focus; manage time effectively; stick to agenda
- Confidentiality in areas of individuals, employees, discipline, and Executive Session and as requested by fellow Directors; maintain professional intentions when sharing/seeking information
- Have empathy
- When making a statement/decision provide a reason/rationale
- Honesty; speak truthfully; don't withhold information
- If you break something; fix it

– *Ray Fryar, Sarah Jackson, Susan Byrne, Adrienne Karli, Misty Ryan, and Anna Laktionova joined the meeting at 9:25 am.*

General Meeting with Office Staff

The Board was joined by the Office Manager Ray Fryar and Office Staff – Sarah Jackson (Assistant Manager, Registry), Susan Byrne (Front Desk, Membership, DNA, Bookkeeping), Adrienne Karli (Agility, Insurance, Tracking Numbers), Misty Ryan (Conformation, Junior Showmanship, Obedience), and Anna Laktionova (Rally, Stockdog, Tracking). The Board greatly appreciates the Office Staff's positive attitude when dealing with the membership and is proud to have such a cooperative and helpful team.

– *Jackson, Byrne, Karli, Ryan, and Laktionova left the meeting at 9:45 am.*

Meeting with Office Manager

State of the Office

Fryar reported that in the last month the Office has seen Trial/Show Secretaries use the full 15 days to get their paperwork in following an event. The only time this is an issue is after Memorial Day events, when the Office must wait to update year-end results and send out Finals invites. On average, results are inputted three weeks out from the date of the show.

There have been two interns working on going through all the boxes in the back room and scanning in the files they contain for electronic preservation. So far, all Affiliate Club files and old show files (sorted by year and event) have been scanned in. Once the files have been scanned they are shredded.

Fryar reported that there has been normal wear and tear on the building that has been taken care of throughout the year. Soon, ASCA's septic system will be tied in with the city at no cost to ASCA. After this is completed, the ASCA sign in the Office's front yard will be updated and replaced.

- ✚ The Board was in Executive Session from 10:04-10:22 am to discuss employee evaluations and raise recommendations from the Office Manager. No votes were taken.

Preparations for 2016 Nationals

In addition to the Office Manager, the Board would like another Office staff member to attend this year's Nationals in Oregon. They can be present at the ASCA booth and assist where needed. Fryar will move forward with selecting a person and get the arrangements set. The materials for the ASCA booth, copies of the rulebooks, run order boards for Stockdog Finals, and blood draw kits will be shipped.

Status of Trademarks & Contracts

The schedule for keeping current on ASCA's trademarks is being followed; no action is necessary until 2018. All of ASCA's contracts are stable.

Electronic Voting

This is the first year that ASCA will be offering combination mail-in and online ballots. Every ballot will be mailed, but it will also include a key code for the option to go online and vote. At that time members can choose online only for future ballots or choose to continue receiving by mail. The key codes are associated with a member's ID and cannot be counted more than once.

ASCA Promotional Display

ASCA used to have a promotional display, but it was broken several years ago. The Office Manager has been researching possible vendors for a replacement. This display would be used to promote ASCA at the Nationals each year, locally among the Bryan/College Station business community, and by Affiliates for regional events.

BD.16.33 Funds for ASCA Promotional Display

Unanimous approval. *Motion carries.*

Motion by Silveira

Second by Dolan

I make a motion to allot up to \$5,000 for the purchase of an ASCA promotional display. The Office Manager will develop a process for ASCA Affiliates to be able to use the display.

Affiliate Club Show Dates

When ASCA was first created there were only a handful of Affiliates, but now we are up to over one-hundred in the US, Canada, and Europe. Several states have multiple clubs, and some states are broken in regions with multiple clubs in each one. Conformation Rule 3.19 states that an Affiliate “shall have first right to claim the corresponding dates or holiday weekend for its event to be held in the next succeeding two years.” Fryar observed that if an Affiliate were to hold an “Easter Weekend” show it would be difficult to manage, due to its inconsistent date from year to year. He suggested that the Board consider numbering the weekends throughout the year and have numbered date assignment for clubs, with no more consideration for holidays.

The Board discussed this proposal. Some Affiliates have used a holiday weekend for their show date for decades. It would be difficult to change the culture of holding shows over holiday weekends. A better option may be to simply create an exception for the Easter holiday. Director King will take point on working with the Office Manager to find a solution, and will report back for the May teleconference.

Title Coins/Medals

The Office Manager asked that the Board consider offering coins or medals to commemorate new titles or champions. These could be offered by ASCA as an achievement award or could be made available for purchase at the option of the dog’s owner. He has found a supplier that offers these items at a discount for bulk orders. The Board discussed how long it might take to recoup the money spent upfront on purchasing the coins/medals. Director Gray will take point on working with the Office Manager to determine costs/benefits, and will report back for the May teleconference.

- Fryar left the meeting at 11:06 am.
- ✚ The Board was in Executive Session from 11:20-11:45 am to discuss and vote on raises for the Business Office Manager, Business Office Staff, and Executive Secretary.
- The Board took a lunch break from 11:45 am to 12:15 pm.

Ratify March Email Votes

BD.16.37 Rescind JA.16.09 Agility Judge Approval (Meersman)

Unanimous approval. *Motion carries.*

Motion by DeChant

Second by Wesen

I move to rescind the approval for Peggy Meersman as ASCA Apprentice Agility Judge. The Board mistakenly voted on her before the 45-day comment period had elapsed. She will be re-voted on in April.

BD.16.38 Ratify March Email Votes

Unanimous approval. *Motion carries.*

Motion by Wesen

Second by Gray

I move to ratify the March email votes.

March Treasurer's Report

Dolan gave the Treasurer's Report for March. There is \$173,212.40 in the Chase checking account, \$150,452.74 in the Chase savings account, and \$110 in the Chase wire account. There is \$176,650.36 in the Raymond James investment account. There is \$51,560 in the Additional Event Membership Dues account.

The Board reviewed emailed reports from Wesley Wilson – Chase Bank, Business Relationship Manager, and Matthew Chalmers – Raymond James Financial Services, Financial Advisor. No issues to report from either account.

There were increases in income from Aussie Times subscriptions (\$2,410), gain/loss on securities (\$4,222), member services (\$8,730), membership dues (\$3,412), and registry services (\$8,222). There were decreases in income from Aussie Times ads (-\$3,835) and program income (-\$2,344). There were increases in expenses for Aussie Times printing (\$2,007), Aussie Times mail preparation (\$731), computer (\$65,887), insurance (\$1,579), member service (\$3,401), Office expense (\$577), payroll expenses – temp (\$6,382), and professional fees (\$1,000). There were decreases in expenses from advertising (-\$458), contract labor (-\$705), Director/Officer reimbursement (-\$5,280), payroll (-\$2,928), postage and delivery (-\$3,314), printing and reproduction (-\$6,256), and professional development (-\$587). Total expenses through March 2016 are \$260,760 (compared to \$201,512 in 2015). Net income through March 2016 is \$106 (compared to \$47,004 in 2015).

BD.16.39 March Treasurer's Report

Approve: DeChant, Gibson, Gray, King, Kissman, Silveira, Vest, Wesen

Disapprove: 0

Abstain: Dolan

Motion carries.

Motion by Vest

Second by Gray

I make a motion to approve the March 2016 Treasurer's Report as stated.

Overall Technology Plans

Fryar is waiting for FrogSlayer's module timelines before approving their remediation program, but he does believe it can be done. During their meeting, the Board will request that FrogSlayer set a target release date for the end of September.

– *Ross Morel and Kyle Marshall joined the meeting at 1:25 pm.*

Meeting with FrogSlayer

The Board met with FrogSlayer's President & CEO Ross Morel and COO Kyle Marshall. They apologized for the issues and delay on their end and explained their plan for moving forward with the completion and launch of the project, at no further cost to ASCA. Their plan would allow for multiple releases of modules of the full system. They will utilize the current ADMS database, so the first release can be completed without changing the Business Office processes. There would be five modules developed and then released to production for use by ASCA and its members.

Release 1: secure connection from ASCACloud to current ADMS database; member login; view dogs; view show results; view titles; view number of points needed until next title

Releases 2 & 3: online memberships; online renewals; DNA kits; online registry forms; online litter registration

Release 4: online event sanctioning forms; online show results entry

Release 5: online Hall of Fame forms; online club forms; online kennel registration

Release 1 should occur mid-May 2016. The Board requested that Releases 2 & 3 be completed by September 2016. The BOD has requested prioritization of online registration, show sanctioning, and show reporting. FrogSlayer has given a good faith estimate of end of July 2016 for completion of prioritized items (plus one-three weeks for testing/break-fix).

- *Morel and Marshall left the meeting at 2:30 pm.*

Stipends for Committee Chairs

Committee Chairs will only receive the stipend if they attend Nationals. If they cannot give the committee report at the General Membership Meeting they must appoint a replacement. The Board voted to give the \$200 stipend to the Agility, Conformation, Hall of Fame, History, Junior, Legislative, Most Versatile Aussie, Obedience, Stockdog, and Tracking Committee Chairs.

Strategic Plan

The Board reviewed and made changes to the 2016 Strategic Plan. Please see the plan attached to the end of these minutes.

- *Kissman suspended the meeting at 5:09 pm.*

Friday, April 8, 2016

Present: President Ann DeChant (via telephone), 1st Vice President Preston Kissman, 2nd Vice President Laura Gibson, Treasurer Pete Dolan, Secretary Ken Silveira, Director Linda Gray, Director Cindy King, Director Rachel Vest, Director Jan Wesen, Counsel Chuck Carnese, Executive Secretary Kalla Jaco
There is a quorum with 9 voting members of the Board present.

- *Kissman resumed the meeting at 8:10 am Central Time.*

2017 Spring Meeting

The Board set the dates for next year's Spring Meeting, to be held from April 20 – 22, 2017.

Club Communications

The Board discussed moving Club communications regarding Committee vacancies, Judge notifications, and associated announcements to a timelier electronic format. These announcements would be posted on the ASCA-L, Aussie E-News, and the ASCA Website. The goal is to provide Members with a more expedient notification process of Club business. The Board wants to expedite the time it takes to publish a judge's name for the 45-day membership response period. However, this has not yet been approved.

Vest and Wesen have volunteered to take point on this issue and draft a recommendation. ASCA's forms and rulebooks will need to be reviewed to bring everything in line. An announcement will be posted on the ASCA-L soliciting member feedback.

Judge Evaluations

Since the 2015 Nationals, the Business Office has been forwarding all Judge Evaluations to the Executive Secretary to log and file. Any negative comments have been noted. The Board discussed what should be done with these evaluations, and the current processes in place for following-up on them. When needed, the responsibility for discipline rests with the Board; committees should only be making recommendations, not taking action themselves.

The Board would like to develop a clear process for how committee input is acquired and a clear code of disciplinary steps. This will be placed in the Policy Book and program rulebooks will need to be reviewed to bring all rules in line. Dolan and Silveira have volunteered to take point on this. The Executive Secretary will continue to log and file all Judge Evaluations. All Judge Evaluations will be sent to the named Judge for their information only. Any negative Judge Evaluations will be distributed to the Board, which will then decide if the comment initiates an educational or disciplinary process. Educational issues will be sent to the respective committee to contact the Judge. Disciplinary issues will be assigned to a Director to begin the investigation process.

Chart of Consequences

The Board would like to use a chart of set consequences for rule violations, in order to be more consistent with disciplinary action as the Board changes. The Board always has the right to act outside of a chart like this, depending on type and severity of offense. This is being worked on by the Ad Hoc Dispute Rules Committee and is part of ASCA's Strategic Plan.

2016 Ballot

The Board reviewed a hardcopy of the 2016 ballot. It was reorganized to more prominently display the notice of the option for electronic voting.

BD.16.40 2016 Ballot

Approve: Dolan, Gibson, Gray, King, Kissman, Silveira, Vest, Wesen

Disapprove: 0

Abstain: DeChant

Motion carries.

Motion by Dolan

Second by Vest

I move to approve the 2016 election ballot.

2016 Nationals Preparation

The Board and ASCA Staff have rooms reserved by the Host Club. Each Director is responsible for their remaining travel arrangements. Reimbursement can be worked out with the Office, according to Policy.

Directors may be present at all of ASCA's Finals and the draw for Nationals Tracking this year.

The Board will meet on:

Tuesday, September 13 from 1:00 pm – 5:00 pm

Wednesday, September 14 from 9:00 am – 12:00 pm

& briefly following the General Membership Meeting

Thursday, September 15 from 9:00 am – 1:00 pm

Friday, September 16 from 9:00 am – 1:00 pm (if necessary)

The Board will encourage the committees to schedule time to visit with the Board, as well.

2016 Finals Budget

In some years, sponsorships have been used to pay for more than just the award for the sponsored class. This year, the Host Club will be using the full amount of sponsorship to pay for the awards. The Board's only request is that the awards for Finals are equitable across each program.

BD.16.42 2016 Finals Budget

Approve: DeChant, Dolan, Gibson, Gray, Kissman, Vest, Wesen

Disapprove: 0

Abstain: King, Silveira

Motion carries.

Motion by Wesen

Second by Vest

I move to approve the 2016 Finals Budget as presented.

- *Tom Wallis and Christopher Chapman joined the meeting at 10:30 am.*

Meeting with Auditor

The Board met with Auditors Tom Wallis and Christopher Chapman from Ingram, Wallis & Co PC. They will be sending out a new engagement letter soon.

Moving forward with soliciting sponsorships, ASCA needs to keep in mind that too much money coming in could cause ASCA to lose its non-profit tax exempt status. Businesses that donate to ASCA can write it off as advertising; if that happens too often it will look like ASCA is in the business of selling advertising, which does not fit in with ASCA's non-profit purpose.

Wallis told the Board that the cost of the computer system upgrade can be listed as an investment under equipment. It is capitalized now, and once it goes into service it will be depreciated. The depreciation cannot be written off against any income.

The Auditors reported that it has been a pleasure to work with the Office Manager and Bookkeeper; they take the audit seriously, are supportive of the auditors, and provide quick follow-through. The improvement over the years has been significant.

- *Wallis and Chapman left the meeting at 10:55 am.*

Age Calculation for Nationals

In the Nationals rules it says age calculation will be determined by the program rules. Program rules say it is determined by the date of the first day of the show/trial. The Conformation Committee is working on changing Chapter 5, and the Board can revisit this after they have finished.

Planning for 2016 Finals Results

The Board discussed their hope that this year's Host Club has properly planned for the recording and submission of Finals results. All programs are covered and there should be no dysfunction.

Host for 2018 National Specialty

BD.16.43 2018 National Specialty Host

Approve: DeChant, Dolan, Gray, King, Kissman, Silveira, Vest, Wesen

Disapprove: 0

Abstain: Gibson

Motion carries.

Motion by Vest

Second by Wesen

I move to approve Colorado ASA, Hill Country ASC, and ASC of Texas as the Host Club Consortium for the 2018 National Specialty.

Affiliates and Other Registries

DeChant, Dolan, and Silveira have volunteered to take point on this for the Policy Book. Specific references to other registries should be taken out of the rules. Affiliates may hold ASCA shows on the same grounds as another registry's event, but they may not host a dual-sanctioned show with ASCA and another registry.

Recognition for Rally in the Aussie Times

We currently have more programs than covers of the Aussie Times. The Board determined to use the back cover to provide recognition to Rally (May/June) and Tracking (July/August). The remaining back covers will be sold for advertising.

- *The Board took a lunch break from 11:37 am to 12:15 pm.*

Contact with Judges

There has been some confusion with what constitutes contact with a Judge – whether it is only two-way contact, or if one-way contact via mail or email counts. Counsel recommends that instead of defining “contact” the Board simply define the positions that cannot have contact with the Judge – Show Secretary and Ring Steward. The purpose of the rule is to keep people from having undue influence or make the Judge feel obligated in any way. It is important that the Judge's discretion is trusted here.

- Make changes to Section 8 in Conformation Rules – spell out duties of each position
Please see the Show Guide & Timeline for current definitions
(<http://www.asca.org/Portals/0/showguide.pdf>)
- Remove the words “or persons responsible for contacting/hiring the judge.”

DeChant and Silveira (Counsel will approve) have volunteered to rewrite the appropriate parts of Section 8 in the Conformation Rules and add definitions.

Exhibitor Conduct

The Board reviewed Dolan's proposed wording:

“Personal Conduct and Sportsmanship at ASCA Events

ASCA has the right to reprimand or suspend its members, contestants, judges, helpers, and officials, from any or all privileges of ASCA for conduct prejudicial to the best interests of the Australian Shepherd, ASCA events or ASCA. ASCA has the right to remove from its show grounds any visitors who violate its code of conduct. Everyone at an ASCA event shall maintain the highest level of sportsmanship and are to conduct themselves accordingly. Foul/ abusive language, yelling at exhibitors or judges, disorderly conduct, and/or poor sportsmanship will not be allowed and will be disciplined.

If poor conduct occurs, an Affiliate or the ASCA Board of Directors may take direct action, even if no formal complaint is filed. If a representative of the Affiliate (Show Secretary, President, other officer, etc.) witnesses improper conduct, the Affiliate should remove the disruptive individual(s) from the event grounds for the entire show/trial weekend. Any other person observing poor sportsmanship should file a complaint, making the behavior in question subject to the ASCA Dispute Rules.

Good Sportsmanship includes (but is not limited to):

- a. Congratulating winners;
- b. Taking responsibility for your dog(s);
- c. Showing respect for fellow competitors and their dogs;
- d. Respecting the judge's decision, etc.

Poor Sportsmanship includes (but is not limited to):

- a. Negative remarks about the judge or other competitors made anywhere on the show/trial grounds;
- b. Mistreatment of a dog (defined but not limited to treating a dog harshly or with a heavy hand, or an over harsh correction or being cruel to the dog because you lost);
- c. Throwing ribbons/awards;
- d. Improper ring/arena procedures.
- e. Poor Sportsmanship is grounds for discipline

The presiding Judge/Judges is/are responsible for enforcing the preceding within the ring/trial arena. The Show Committee is responsible for enforcing the preceding outside the ring/trial arena/trial and within the Show Grounds.

For enforcement the following definitions apply:

Boundaries of Ring/Trial Arena and Show Grounds:

- a. RING/TRIAL ARENA: The ring/trial arena is the bounded area in which judging of an event occurs and over which the Judge has authority. The boundary is defined by physical barriers plus a buffer zone extending ten (10) feet from such physical barriers.
- b. SHOW GROUNDS: The Show Grounds are the boundaries of the grounds on which ASCA events are held. They include, but not limited to, all areas outside the ring/trial arena (including the buffer zone) set aside to support the conduct of the event.

Proposed rulebook locations:

Agility - Insert as section 1.5

Conformation - replace present section 1.11

Juniors - Replace section 1.3

Obedience - Insert as section 1.33

Rally - Insert as section 1.36

Stockdog - Insert as section 4.16

Tracking - Replace section 1.14

Rationale: The most complete information governing show/trial personal conduct appears in the Conformation rulebook. The Junior rulebook contains definitions of sportsmanship. Other program rulebooks contain little or no information concerning personal conduct. When implemented, this

directive places all programs on common ground with respect to show/trial personal conduct. The program committees shall process this directive so it is included in the (date) rulebooks.”

DeChant, Dolan, and Gibson will continue to work on this and report back to the Board with a recommendation. Directors please send suggestions.

Family Members Serving ASCA

DeChant and Gray have been working on this. They will send a recommendation out to the Board for the May teleconference.

- *The Board took a pie break from 1:20 pm to 1:42 pm.*

ASCA Employees Participating in ASCA Programs

BD.16.45 ASCA Employees involved in ASCA Competitive Programs

Unanimous approval. *Motion carries.*

Motion by Silveira

Second by DeChant

I move to add the following to the ASCA Policy Book. Effective immediately upon approval.

Policy Book

13.3 ASCA Employees involved in ASCA Competitive Programs

ASCA Employees shall be allowed to participate fully in all ASCA Competitive Programs. ASCA finds no conflict with its paid employees participating as full Members in ASCA’s Programs or serving ASCA in a Judge capacity.

Director Rights, Duties, and Obligations

Counsel reminded the Board of their individual rights, duties, and obligations. Directors are elected by the membership and must represent them using their own skills and abilities. Directors are protected so long as they are acting in good faith that the action is in the best interest of ASCA. Committee Members are also protected, so long as they were acting in the capacity of their position.

- ✚ The Board entered Executive Session at 1:54 pm to discuss a letter of complaint against a Judge and recommendations from the Agility Committee regarding Agility Judge discipline. Only the notice of a person’s violation and the penalties assessed are published below.

Agility Judge

The agility judging privileges of Lisa Lewallen (Wisconsin) have been suspended for the term of one year.

- ✚ The Board exited Executive Session at 3:20 pm.

Executive Session Reporting

The Board discussed the process currently being followed regarding the publication of Executive Session discussions and votes. When something is discussed/voted on in Executive Session the results of any action taken will be provided to the membership, unless these actions are confidential. However, only the notice of a person’s violation and the penalties assessed will be published.

Board Directives

The Board discussed the purpose and use of directives to committees. If the Board knows what it wants done, then it should be implemented at the Board level. If the Board needs feedback, then it can be sent to the committee for a recommendation. The research should be done by the committees, but the action should be done by the Board. Operating this way will cut down on unclear directives and those that might be disregarded.

Status of Directive to Junior Committee

The Junior Committee is still working with the Agility Committee and Stockdog Committee to add agility to the year-end awards and bring the stock awards calculation in line with the other programs.

Litter Registrations

Section 2.4 Recordkeeping in the ASCA Registry Rules states that:

“... ”

The ASCA Registry Office will notify the ASCA Board of Directors when a breeder has registered ten (10) or more litters in any twelve (12) month period. The ASCA Board of Directors may authorize an onsite inspection to investigate breeding records, practices and treatment of dog.

“... ”

The Board has requested that the Office re-initiate this process and notify the Board when any breeder reaches the threshold. ASCA would not be able to do any inspection, though; it would have to be done by Animal Control. ASCA can enforce that the breeder's paperwork is in order, and deny future registrations if it is found that their recordkeeping has been insufficient.

- *Kissman suspended the meeting at 5:00 pm.*

Saturday, April 9, 2016

Present: President Ann DeChant (via telephone), 1st Vice President Preston Kissman, 2nd Vice President Laura Gibson, Treasurer Pete Dolan, Secretary Ken Silveira, Director Linda Gray, Director Cindy King, Director Rachel Vest, Director Jan Wesen, Executive Secretary Kalla Jaco

There is a quorum with 9 voting members of the Board present.

- *Kissman resumed the meeting at 8:09 am Central Time.*

DNA Concerns & Response to Questions

The Board received questions from a member regarding ASCA's DNA program. These questions were forwarded to and answered by a representative from Therion. DeChant, Gray, and Wesen will work with the Office Manager to go over the answers and make wording changes were needed.

DNA Labs

When a European Member who has DNA processed by Certagen, and both parents are in the Certagen Database, they are DNA-VP based on the Certagen Testing. The Office receives about 30 of these per month. ASCA gets no income from this, as Certagen charges the Member for the DNA certification. Therion receives the DNA results from Certagen. These are not currently entered in the ASCA database.

If an EU dog has a parent in the Certagen database and a parent in the Therion database, a process called an "Upgrade" is performed by Therion and the EU Member is charged \$10 for this to be done by

ASCA. The Office receives about 10 of these a month and charges the member \$10, which is passed on to Therion.

In February 2016, the Board approved Therion entering all of the Certagen results into the Therion database now, and as they come in, as opposed to only doing adding them with the “Upgrades.” There are no longer any charges to ASCA or Members for the individual upgrades.

The Board spent time discussing the methods used by both labs to test the DNA and whether Certagen could be encouraged as an alternative to Therion for those US Members that are interested.

Paw Print Genetics

Director Gray has been in contact with Paw Print Genetics, which offers a partnership program with breed club discounts. They will come to ASCA’s Nationals to promote and conduct genetic testing. They offer the largest list of issues to test for at the lowest price.

BD.16.48 Paw Print Genetics Partnership

Unanimous approval. *Motion carries.*

Motion by Gray

Second by Vest

I move that ASCA partner with Paw Print Genetics to offer discounts for the membership to do health testing on their dogs.

European Members

The Board discussed a reported growing interest in Europe to form their own organizational structure that would satisfy their needs as far the law, culture, and how the programs are used. They would still operate under ASCA’s mission statement. This would allow clubs in Europe to be more self-reliant; it would not be “cutting them loose” from ASCA. Some Directors felt that it is difficult for a US-based club to manage EU Members while being aware of all their local regulations and customs.

The Board wants to be sure that European Members feel they are being adequately represented. It was suggested that an additional European region be created for representation on the committees. Another suggestion was a “European Committee” with a Liaison to the BOD. DeChant, Gibson, Silveira, and Wesen have volunteered to serve on a Board committee to investigate these issues.

BD.16.49 European Oriented Board Committee

Approve: DeChant, Gibson, Gray, King, Kissman, Silveira, Vest, Wesen

Disapprove: 0

Abstain: Dolan

Motion carries.

Motion by Gibson

Second by Vest

I move that we create a Board committee to investigate creating a European committee with Liaison to the BOD, and investigate the creation of additional regions in Europe.

Photo Requirement for Registration

The Board discussed a suggestion from a member to remove the photo requirement when registering a dog with ASCA. The photos serve as an extra step for identification, especially since DNA parentage is

only required for breeding dogs. Photo submission will be less of a hassle with the new computer system. The Board was not in favor of removing the requirement.

Executive Director Research Committee

Silveira presented the Board with a motion from the Executive Director Research Committee. The Committee requests that the Board commit to actually using an Executive Director or the work they put in and the process they develop will be wasted. The Board is grateful for the time the Committee has dedicated to this research so far. The majority of the Board agreed that an Executive Director would be beneficial for ASCA, but that this is not the right time to hire one. This can be revisited once ASCA's financial situation would allow for it.

ED.16.01 Phase 1 Document

Approve: DeChant, Gray, Kissman, Silveira

Disapprove: Dolan, Gibson, Vest, Wesen

Abstain: King

Absent: 0

Motion fails.

Motion by Ken

I move to accept the recommendation of the Executive Director Research Committee, with Phase 2 to commence when directed by the Board.

The following motion has been prepared by Maarten with a second from Jerry. It was discussed and approved to be sent as a recommendation to the Board of Directors.

Results of the committee vote:

Approved: Maarten Walter, Jerry Aufox, Alan McCorkle, Patrick Mac Roberts, Ken Silveira

Opposed: 0

Non-Voting: Cindy King

The ASCA Board of Directors have formed a committee to research the feasibility of hiring an Executive Director. The plan is to research the feasibility of creating such a position. The Committee recommends the Board adopt the following policy and subsequently establish appropriate procedures to successfully and in a sustaining manner ensure the success of this policy.

For the initial phase of this project, the Executive Committee will define the general responsibilities of an Executive Director or Business Manager from a non-profit organization. The Board must agree to adopt and abide by the Executive Director's duties and responsibilities outlined below along with the defined scope of responsibilities assigned to the Board in governing ASCA.

Phase 1 –as per Charter: define the general responsibilities of an Executive Director.

The below document completes Phase 1 as per the Charter. It is recommended that this document be approved by the Board prior to the Committee proceeding to the next Phase.

A. Summary:

An Executive Director sits in the top management spot of ASCA with a range of duties similar to Chief Executive Officers in corporate business. Legal and ethical duties not defined below will remain with the Board. The Board shall adopt high-level policy to be implemented and enforced by the Executive Director in conducting and managing the ASCA business operations.

Roles and responsibilities are outlined as follows:

B. Details:

- Board: provides oversight and guidance to the Executive Director; to ensure that the organization stays aligned with high level ASCA policies that have been adopted by the Board
- Board: in conjunction with the Executive Director shall adopt high-level strategic plan for the direction of ASCA “The ASCA Strategic Plan”
- Executive Director: shall have the sole responsibility to provide detailed strategies as well as tactical solutions in line with “The ASCA Strategic Plan”
- Board: makes vital ASCA policy-level decisions through the use of the ASCA Policy and Governance Documents
- Executive Director: executes organizational-level decisions as guided by ASCA Policy and Governance Documents
- Executive Director: shall have sole responsibility for day to day operational decisions included but not limited to operations, programs, managing all committees, programs and member disputes
- Board: communicates with Executive Director
- Executive Director: liaison between the Board and membership, including all membership communications
- Board: provides counsel to the Executive Director and
- Executive Director: manages the organization
- Executive Director: is responsible for and shall manage and oversees Office Operations, including Manager (direct report) and Office staff, all marketing, fund raising, HR functions (hire/fire, salary), accounting and finance
- Executive Director: creates and manages the yearly budget and has authorization to spend money up to a dollar limit established by the Board, typically sufficient to fund all on-going operations and small capital improvements
- Board: approves budget, sets budget goals, financial oversight

C. Shared Responsibilities:

- Strategic Plan
- Fundraising Plan
- Strategic Program Direction

Verification & Selection of Stockdog Finals Judges

The Board discussed a motion from the Stockdog Committee to re-order the list of requirements for judging Stockdog Finals.

SD.16.07 Verification and Selection of Finals Judges

Unanimous disapproval. *Motion fails.*

Motion by Gibson

I move to accept the following recommendation from the Stockdog Committee.

Motion title: Verification and Selection of Finals Judges

Effective date: June 1, 2016

Motion by Sanderson

Second by Kirby

I make a motion to change the order of requirements listed in 22.7.2, to require the Business Office to verify that all Judges have met the requirements before offering their name for the selection process, and to explain how disciplinary action will be addressed.

Rationale: The committee has reordered the list of requirements from least important to most important in order to allow rule 22.7.3 to be accurate and effective. If 22.7.3 is applied, it is important that the most important requirement be the last to be eliminated.

This rule change also requires that the Business Office verify that all Judges have met the requirements before being placed in the selection pool. Currently, the Board is making an annual motion to verify the requirements have been met, which is a task that should not be necessary. This rule eliminates the need for an annual motion and requires verification of all Judges by placing this requirement in the Stockdog Rule Book.

This rule also describes and assists in explaining how disciplinary action will be addressed.

Results of the committee vote:

Approve: Bell, Bergert, Hageus, Hibbard, Kirby, McKay, Sanderson, Schvaneveldt, Watson

Non-Voting: Clayton, Manley, Parrish

Proposed Rule Change:

22.7.2 Determining Availability and Qualifications

Judges for the Stockdog Finals will be selected from all ASCA Stockdog Judges who return the questionnaire to the Business Office by the designated date and indicate they would be available.. The responding Stockdog Judges who meet the qualifications at the time of application will be placed in a pool of judges for random selection. The Business Office will be required to verify the information provided is accurate. The Judge must have met the qualifications listed below:

- a. Must have been an ASCA member for the previous five consecutive years, currently a member, and remain a member through the Stockdog Finals they will be judging
- b. Have not judged Stockdog Finals in the last two consecutive years
- c. Have no pending or previous disciplinary action within the previous year. Any disciplinary action taken by the Board that occurs after the selection process is complete will result in the removal of the Judge from judging finals and a substitute Judge will be chosen using the selection process outlined in 22.7.4
- d. Have fulfilled two of the three following provisions:
 1. Have judged at least 40 unrelated ASCA Stockdog trials in their career. Related trials are those held at the same location within the same 10 day period
 2. Have judged at least 9 unrelated ASCA Stockdog trials in the previous 3 years
 3. Have trialed Australian Shepherds in at least 9 unrelated ASCA Stockdog trials in the previous 3 years
- e. Have regular Stockdog Judge status

Current Rule:

22.7.2 Determining Availability and Qualifications

Judges for the Stockdog Finals will be selected from all ASCA Stockdog Judges who return the questionnaire to the Business Office by the designated date and indicate they would be available.

Information provided by the Stockdog Judges will be assumed to be correct. The Business Office will not be required to verify the information. The responding Stockdog Judges who meet the qualifications will be placed in a pool of judges for random selection. The qualifications are as follows:

- a. Have fulfilled two of the three following provisions:

1. Have judged at least 40 unrelated ASCA Stockdog trials in their career. Related trials are those held at the same location within the same 10 day period
2. Have judged at least 9 unrelated ASCA Stockdog trials in the previous 3 years
3. Have trialed an Australian Shepherd in at least 9 unrelated ASCA Stockdog trials in the previous 3 years
- b. Have not judged Stockdog Finals in both of the last two years
- c. Have regular judge status
- d. Have no pending or previous disciplinary action within the previous year
- e. A judge that is not currently an ASCA member must become a member of ASCA and remain a member for 5 consecutive years before being considered for ASCA Finals judge.

BD.16.50 Direct BO to Verify SDF Judge Eligibility

Unanimous approval. *Motion carries.*

Motion by Vest

Second by Silveira

I make a motion for the Office to verify the eligibility of the Judges to judge the 2018 Stockdog Finals.

Aligning Policy with Bylaws

In 2015, the Membership approved changes to Article XIII in the Bylaws. The change removed wording regarding effective dates and publication in the Club Newsletter, as well as the enforceability of rules in the rulebook. There is conflicting language in the Policy Book that needs to be updated. Dolan and Gibson have volunteered to work on this.

- ✚ The Board was in Executive Session from 10:24-10:34 am to do follow-up on a complaint filed against an Affiliate last year. No votes were taken.

Board Liaison Election

BD.16.51 Election of Board Liaison

Unanimous approval. *Motion carries.*

Motion by Silveira

Second by DeChant

I move the following addition to the Committee Procedures be approved, to be effective immediately upon approval.

2.5 Board Liaison

Each Committee shall vote to select one Board Member to function as the Liaison between the Committee and the Board 30 days following the National Specialty Board of Director's meeting. The Board Liaison is not a member of the Committee but is responsible to explain to the Committee what the Board's position is and to see to it that Committee Procedure, Board Policy and Robert's Rules of Order are followed. At the Liaison's discretion, he/she may redirect the committee to realign with the current committee priorities.

Restructuring ASCA Regions

The Board discussed whether it may be a good idea to restructure the regions represented on ASCA's committees. There are currently ~702 members in Region 1, ~1546 members in Region 2, ~545 members in Region 3, ~635 members in region 4, ~1385 members in Region 5, ~898 members in Region 6, and ~846 members in Region 7. King and Silveira have volunteered to take point on researching this.

BD.16.52 Board Committee to Restructure ASCA Regions

Approve: DeChant, Dolan, Gibson, King, Kissman, Silveira, Vest, Wesen

Disapprove: Gray

Abstain: 0

Motion carries.

Motion by Silveira

Second by Wesen

I make a motion we appoint a Board Committee to restructure ASCA regions to reflect current demographics, to work in conjunction with the formerly appointed European Committee.

Purpose of Finals

The Board discussed what each Director felt was the purpose of ASCA's Finals. The Finals drive entries in all of the different programs throughout the year, stimulate participation in ASCA, and draw in competitors from other registries. The Finals have created a major cultural shift in ASCA and they have now become a priority in almost every aspect of the Club. Some Directors felt there were better things that ASCA could be focusing on. People have become so intent on qualifying for Finals that some say it has become a "trailer race" around the region/country to earn points. Ultimately, people make the Finals what they want them to be. The Board wishes to encourage committees to move away from operating with a Finals-centric mentality.

Kissman adjourned the meeting at 11:08 am.

Spring Foundation Meeting Minutes

Friday, April 8, 2016

Present: President Ann DeChant (via telephone), 1st Vice President Preston Kissman, 2nd Vice President Laura Gibson, Treasurer Pete Dolan, Secretary Ken Silveira, Director Linda Gray, Director Cindy King, Director Rachel Vest, Director Jan Wesen, Counsel Chuck Carnese, Executive Secretary Kalla Jaco
There is a quorum with 9 voting members of the Board present.

– *Kissman called the Foundation meeting to order at 3:47 pm Central Time.*

Foundation Treasurer's Report

There is \$51,173.01 in the Chase Checking/Savings account. There were four rescue grants of \$5,000 each given out in 2015, and one so far in 2016.

FD.16.01 April 2016 Foundation Treasurer's Report

Approve: DeChant, Gibson, Gray, King, Kissman, Silveira, Vest, Wesen

Disapprove: 0

Abstain: Dolan

Motion carries.

Motion by Vest

Second by Wesen

I motion to approve the Treasurer's Report for ASCA's Foundation as presented.

Reading of 2015 Minutes

Counsel read through the minutes of the Foundation as of October 14, 2015, which was the first meeting of the current Foundation Board.

- *Kissman adjourned the Foundation meeting at 3:59 pm.*