



NEWFOUNDLAND CLUB OF AMERICA, INC.

Agenda

**Board of Directors face-to-face meeting
Comfort Suites O'Hare
4200 N River Rd, Schiller Park, IL.
November 3-5, 2006**

Meeting schedule is as follows (Note – all times stated as Central Time):

Friday, November 3

8 p.m. - 11 p.m.

Saturday, Nov. 4

8:30 a.m. - 5 p.m. (working lunch)

and

8 p.m. - 11 p.m.

- 9 A.M. – Charges Hearing
- 1 P.M. – CB&L Report (Jack Witt)

Sunday, Nov. 5

8 a.m. - 3 p.m.

or until a quorum is lost

- NCA Charitable Trust will be on Sunday AM.

Approval of the Minutes

- Minutes from September 21-October 3, 2006 teleconference.

President's Report (Roger Frey)

Charitable Trust (Clyde Dunphy)

NCA Charitable Trust will be on Sunday AM.

Clyde is planning to present the Trust Board items and he will come up to Chicago late Saturday, stay over and return on Sunday.

Review the composition of the Trust Management Board

1st Vice-President's Report (Sandee Lovett)

2nd Vice-President's Report (Mary Lou Roberts)

- 1) NCA Committee Realignment – MLR will send report under separate cover
- 2) NTPC and ad hoc *Newf Tide* committee changes

Recording Secretary's Report (Cathy L Sands)

Corresponding Secretary's Report (Jacqueline Brellochs)

Treasurer's Report (Mary L. Price)

AKC Delegate's Report (Mary W. Price)

Committee Reports

1. JEC Committee

Agenda item: (Kathy Mclver) Prior to giving Board approval for the PowerPoint CD-ROM, request the JEC answer the following questions:

- Has the JEC considered producing an interactive CD-ROM for the NCA?
- What are the positives and negatives of an interactive CD-ROM? Please include costs and production time, etc.
- Does the JEC think there would be a market for an interactive CD within the NCA membership, thereby making the project more economically feasible while providing breed education to the fancy as well as the judges?

Rational: The development of an interactive CD-ROM would permit prospective judges to review the CD-ROM prior to attending a JEC seminar. This would allow more time for the hands- on examination of the dogs. The 90 minutes used to view the CD-ROM could be used by the JEC to answer higher-level questions at their judge's seminars.

Education and commitment to a breed is what sets a parent club breeder apart from a non-club-affiliated breeder. The same interactive CD-ROM used for judge's education

could be an equally important tool for all NCA breeders.

Breed education should extend to the NCA membership as well. (Kathy McIver)

2. CB&L Committee – 1 p.m. on Saturday (Jack Witt)

3. National Specialty Show Committee

3.1 Update on Show Guide from National Specialty Show Committee

3.2 National Specialty Report – Jack Witt

3.2 Specialties Committee (Jacqueline Brelloch)

a) Direct Specialties Committee to have corrected and consolidated Specialty Guide to the Board by March 31st, 2007.

B) Provide list with information of indoor show sites which would be large enough to accommodate one of our Nationals. (Note: various places have been sending the NCA short blurbs regarding their accommodations and what breed clubs have utilized them)

3.3 2006 National Specialty Report (Mary L. Price) (sent under separate cover by Mary L. Price)

4. Newf Tide Policy Committee

4.1 Aura Dean: Reinstitution of program wherein we used back inventory of *Newf Tide* to send to regional clubs for their educational programs.

4.2. Re Photos in Newf Tide (Jacqueline Brelloch)

a) begin indexing photos with 1st quarter issue, 2007

b) add a D or a B with photos to let membership know if picture is of a dog or bitch

4.3. Old Newf Tides, from 1970 forward (Jacqueline Brelloch)

Begin copying them and offer for sale. (website thinking to post them; do both?)

5. Working Dog Committee

5.1 Meredith Reggie I have sent all board members and Cheryl Dondino, Working Dog Chair, an attachment with some thoughts about our water tests. *See attachment.*

6. Working Achievement Awards Committee

6.1 Meredith Reggie: Just some thoughts about the working achievement awards. Maybe instead of considering 2 levels, upper and lower, we should consider 3 parallel levels, each with a different purpose. For example....

a. Working Certificate: The purpose here could be to encourage a working relationship between handler and the dog. It could use requirements such as have been proposed. On the other hand, do these dogs receive sufficient recognition through certificates, patches, listing of all working events in *Newf Tide*, etc? Would we just be "politically correct" in doing this?

b. Working Achievement Award: The purpose here would be to recognize dogs that demonstrate outstanding working ability. Minimum requirements could include a CDX, WRD x 3, DD x 3 (which could include a team title.)

c. Outstanding Service Award: The purpose here would be to recognize dogs that demonstrate excellence in working with first responders in areas and times of need and crisis. Qualifications could include official certification by a recognized body and actual work experience.

Some interesting things emerge when looking at the list of VNs from the last National catalog. For example, under the proposed working achievement standards, 44% of VNs would qualify. Here are some other interesting figures:

29% have the Team Draft title

20% had a CDX! (This includes those who have gone even higher.)

9% had a UD.

Granted, these dogs cover a long time frame, but they certainly indicate what our dogs can do. Basically, every title in obedience, tracking, and agility is on the list, including 1 OTCh and 4 UDX dogs.

7. **AKC Task Force** – review of letters drafted (*see attachment*)

8. **Health & Longevity**

Executive Session

- Approval of new membership applications for publication.
- The hearing of charges against an NCA member is scheduled for Saturday, November 4, at 9 a.m. (*sent under separate cover*)
- The Working Dog Committee - grievance from the water tests this season. (*see attachment & mailing under separate cover*)
- Petition to give NCA member an honorary membership. (*see attachment*).
- Committee appointments
- Good Sportsman ship Award
- Heroic Newfoundland Award
- Isabel Kurth Award

OLD BUSINESS

- Whelping Box (*see attachment*)
- NCA Membership Application placement on Web Site
- Changes to ROM Award

NEW BUSINESS

1. MLR report on experience presenting NCA at New-Pen-Del Fun Day
2. Motion: (Kathy McIver) Reinstate the regional club columns in *Newf Tide*.
Rationale:
 - The columns were an excellent way to promote unity and communication.

- If approved, this could to be referred to NTPC to define the submission criteria, with input from the Treasurer and Finance Committee.

3. Motion: (Kathy McIver) Candidates seeking election to the NCA Board of Directors will be directed to write a personal profile and also an election statement on any matter(s) pertaining to the NCA, the Newfoundland breed, or purebred dogs. This will be limited to 800 words or less. It will begin with the 2008 election.

Rationale. Allowing greater flexibility in the candidate profiles and statements may afford the electorates increased insight into the character, vision, and goals of the writer.

4. Motion: Senior members (Jacqueline Brelloch) Provide "complimentary" membership to seniors of long-standing (e.g. 25 years) who are in "reduced circumstances".

5. Motion: (Maredith Reggie) Unfinished business shall be listed in the minutes and the agenda of each meeting.

Rationale: Items get lost. Items are brought up, discussed, and then forgotten. For example, committee restructuring was brought up in June; it has not, to the best of my knowledge, been discussed again since that time. The Whelping Box was passed, in theory, at the Board meeting at the National but has only been mentioned a one of two meetings since then and noting decided. Considering the importance of the database, the topic should be part of our discussion at every meeting until it becomes a reality.

6. Motion: (Mary Lou Roberts) Enact the following policy: "Whenever possible, NCA Committee chairmanships will be rotated at least every three years."

Rationale: In many situations, we have committee chairs serving for many years (sometimes decades). There are often other people who might have an interest in chairing these committees, but they are hesitant to speak up because they don't wish to offend the chair. If/when the NCA Board rotates the position, it is perceived as having "fired" the incumbent. This is not/should not be the case. It is healthy to rotate chairmanships to add new perspectives and leadership, and the previous chairs should be encouraged to remain on the committee, given the contributions they have made and for the sake of continuity.

FYI DISCUSSION

- Letter from National Animal Interest Alliance Trust (Jacqueline Brellochs)
- The NCA should redefine its role in supporting the National Specialty.(Maredith Reggie)
- Committee Structure (Maredith Reggie)

Last spring Kathy McIver sent a paper on "Leadership Skills for Effective Governance." One paragraph in particular stuck with me, and I see it as having particular relevance to the NCA and our present committee structure. That paragraph read:

Glen Tecker, a noted consultant in nonprofit governance, suggests structuring committee reports to focus on three key areas: problems, progress, and next steps.

How the committee reports are handled is an important indicator of whether a board intends to govern the organization or manage it. If governance is working well, the committee is working on something the board has decided and delegated, rather than the board reacting to or ratifying, work already done. Good boards spend their time considering what needs to happen next, rather than reacting to what has already been done.

In my opinion, 43+ committees, with some committees as large as 15 members, promote bureaucracy and inefficiency. Some committees are chaired and staffed by members who have served on the same committee for many years. This long-standing membership often promotes committee "ownership," whereby members become defensive and resistant to proposed changes to "their committee." Suggestions are taken personally and communication breaks down. With time it becomes difficult to envision that anyone else could do the job, and the same people continue to be reappointed. Old faces are needed for experience but fresh faces bring fresh ideas.

Although it is a monumental job, it is essential that the Policy Manual update be completed. This is the cornerstone. We need to look at committee descriptions to get a clear idea where our committees are going and whether or not some committees can be eliminated or their work consolidated with another committee. While a history of policies is interesting, we need the current policies and we need them in a workable form. The Manual itself must be easy to use, clear, and concise.

I further suggest the Board consider the following:

1. Limit the number of members on a committee.
2. Limit the number of consecutive years that a member can serve on a particular committee. This would apply to chairs as well as members. Appointments should be staggered to provide efficient transition.
3. Appoint several Board members to work on committee consolidation and implementation of new committee policies.

ADJOURNMENT