Newfoundland Club of America, Inc.
Regular Board of Directors Teleconference Meeting
Thursday, January 18, 2018; 8 p.m. EST

US toll number: (530) 881-1212
US toll-free number: (855) 212-0212
Meeting ID: 860-250-452#
Meeting wall & Meeting PIN: 1859
https://www.startmeeting.com/wall/860-250-452

Using the (530) 881-1212 telephone number saves the NCA on teleconference expense; please verify your unlimited long distance status.

Agenda

1. Roll Call
2. Motion to Adopt Agenda
3. AKC Delegate’s Report (David Helming)
4. Approval of Minutes:
   4.1. Saturday, November 11, 2017 NCA Charitable Trust Trustees Meeting – pp. 5 – 6;
5. President’s Report (Pam Saunders)
   5.1.
6. First Vice President’s Report (John Cornell):
   6.1. Under Separate Cover.
7. Second Vice President’s Report (Lynne Anderson Powell):
   7.1. See Committee Reports.
8. Recording Secretary’s Report (Steve Britton):
   8.1. Prepared Bulletin Board and drafted minutes of the:
       Regular Teleconference Board of Directors meeting – December 21, 2017;
   8.2. Compiled agenda and meeting packet for January 18, 2018 Meeting;
   8.3. Notified NCA Board of Election to Membership Ballot Tabulation
9. Corresponding Secretary’s Report (Pam Rubio):
   9.1. Correspondence from December 21, 2017 held over to this evening’s meeting.
   9.2. Dazzling Paws (Separate Cover)
   9.3. 
10. **Treasurer’s Report (Mary L. Price):**

11. **Standing Committee Reports:**
   11.1. 2018 National Specialty Show Report, Steve Britton, chair;
   - Possible need to increasing Logo T-Shirt price (due to increased cost of silk screening transfer).
   - Successful launch of 2018 National Specialty on-line store.
   - Some other developments.
   11.4. Recognition Committee: Question-do non-NCA members whose dog/bitches earn a WA award receive an award from NCA?
   11.5. Request from the BEC to discuss with the Board the current status of compliance of NCA Breeders List Breeders and for approval to allow the BEC develop ways to improve and substantiate compliance of individual breeders on the NCA Breeders List.
   11.6. Online Activity Report: [https://1drv.ms/f/s!Agwz3G4ityBAgagSESBztWWCrB1T4A](https://1drv.ms/f/s!Agwz3G4ityBAgagSESBztWWCrB1T4A) (From MLZ.)
   11.7. Webmaster: Permission to move approved minutes and bulletin boards to member’s only portal.

12. **Special Committees:**
   12.1. Policy Manual Up-dates; Pam Saunders, committee chair; under separate cover.
   12.2. Special Committee on Aggressive Dog Incident Reinstatement; p. 18.

13. **Executive Session –**
   13.1 Pending Membership Application(s) - Mary Lou Cuddy – separate cover;
   13.2 Working Dog Committee Dog Bite Incident;
   13.3 Email from dog owner;
   13.4 Follow-up to Nominating Committee; p. 20.

14. **Unfinished Business and General Orders:**
   14.1. Breeders Education/CTMB Survey –
   14.2. Redefine EPPC Job Description;
   14.3. Referral of motion to Technical Resources Advisory Committee:
       That the Technical Resources Advisory Committee research, make recommendations and provide technical guidance to the *Newf Tide* Policy Committee relative to existing software available to produce *Newf Tide* as an on-line (digital) magazine. Said investigation and recommendations to include: initial cost investment required; projected live and compatibility with existing programs utilized for the production of the print version, estimate of time involved in moving from one platform to the other. Based upon the Technical Resources Advisory Committee’s on-going commitments, receipt of the report would be targeted for mid-Fall 2016 (Mid October to late November);
   14.4. Collaborative Digital *Newf Tide* Production Survey (Authorized, August 18, 2016) – referred to Steering Committee;
   14.5. Appoint Advertising and Promotions Committee (Adopted, August 18, 2016);
14.7. Ongoing progress reports about the Working Dog Committee / Technical Resources Advisory Committee collaboration about the on-line working events entry system. Referred to Technical Resources Advisory Committee / Working Dog Committee (January 19, 2017);

14.8. Recommendation for Distribution of Breeders List Agreement Waiver;

14.9. Referral to Steering Committee – Comprehensive Strategic Plan (referred 4.10.2017);

14.10. Referral of Database updating and reporting process concerns to Technical Resource Advisory Committee (referred 4.10.2017);

14.11. Referral to TRAC – Cyber Security Insurance item-for review and recommendation.

14.12. Referral to Breeders Education Committee: A request to prepare a Newf Tide article about the AKC Stud Book, and the percentage of Newfoundland litters bred by NCA members.

14.13. Authorized Pat Randall to collaborate with the Working Dog Committee, performing a non-biased quantitative analysis of recent working dog judge written tests due to recent concerns expressed by multiple NCA members and NCA Working Test Judges. (Report).


14.15. Refer the following amendment to the NCA Ethics Guide to the NCA Governing Documents Committee; the committee is expected to report to the board of directors at the April 19, 2018 NCA Board of Director’s meeting.

After the title heading Ethics Guide, insert the parenthetically encased words, “(Code of Ethics).”

Rational: This amendment will help clarify that the terms Ethics Guide and Code of Ethics in the document are synonymous terms-without needing to further amend the text within the body of the document. By referring this amendment to the governing documents committee, it allows the preparation of notices, reports and ballots to corresponding with the 2019 NCA Board of Directors election cycle.

15. **New Business:**
2016 – 2017 NCA Board Member Directory

**President:**
Pam Saunders
26825 NW West Union Rd
Hillsboro, OR 97124-8182
Home: 503/647-2472
Cell: 503/705-7181
Email: pssaunders@live.com

**First Vice President:**
John Cornell
964 Williams Hill Rd
Richmond, VT 05477-9623
Home: 802/434-6393
Cell: 802/363-9333
Email: longship@gmavt.net

**Second Vice President:**
Lynne Anderson-Powell
358 Swart Hill Rd
Amsterdam, NY 12010-7081
Home: 518/843-9892
Cell: 518/598-3746
Email: ncaod2ndvp@live.com

**Recording Secretary:**
Steve Britton
P.O. Box 554
Montrose, MI 48457-0554
Home: 810/639-6898
Cell: 810/247-3458
Email: stevebritton.ncaboard55@yahoo.com

**Corresponding Secretary:**
Pam Rubio
8955 Burchell Rd
Gilroy, CA 95020-9404
Home: 408/847-1641
Cell: 408/218-3577
Fax: 408/847-2661
Email: pamelar@garlic.com

**Treasurer:**
Mary L. Price
1004 STH 78
Mount Horeb, WI 53572-3044
Home: 608/437-4553
Cell: 608/520-6929
Fax: 608/437-4553
Email: mlprice@mhtc.net

**AKC Delegate:**
David Helming
150 Old Clinton Rd
Flemington, NJ 08822-5536
Home: 908/788-4053
Email: davidhelming@aol.com

**Director:**
Mary Lou Cuddy
1660 Burch Rd
Granville, NY 12832
Home: 518/496-7377
Cell: 518/496-7377
Email: bearscamp@gmail.com

**Director:**
Roger Frey
11120 Broadway St.
Alden, NY 14004-9515
Home: 716/683-1578
Business: 716/685-2685
Fax: 716/685-2685
Cell: 716/481-8095
Email: jollyroger.jollyroger1@verizon.net

**Director:**
Sue Marino
5 Idlewood Dr
Auburn, MA 01501-2133
Home: 508/832-4585
Email: Vnnewf97@charter.net

**Director:**
Steve McAdams
PO Box 370
Green Valley, IL 61534-0370
Home: 309/352-2244
Email: shadrack@grics.net

**Director:**
Pat Randall
7238 Hwy 162
Hollywood, SC 29449-5606
Home: 843/889-5444
Cell: 843/697-1113
Email: pkrboard2011@comcast.net

**Director:**
Donna Thibault
PO Box 102
Ashford, CT 06278-0102
Cell: 860/465-7743
Email: donnatbo@live.com

Revised: 03/12/2017
From: John Cornell <longship@gmavt.net>
To: Pam Saunders <pssaunders@live.com>; steve Britton <stevebritton.ncboard55@yahoo.com>
Cc: Pamela Rubio <pamelar@garlic.com>
Sent: Saturday, November 25, 2017 08:21:30 PM
Subject: Fwd: concern about my newf and her breeder

I would like this item placed on the agenda for the December meeting for discussion. We are going to get sued sooner or later by some clever lawyer and this breeders list is going to take us down. We need some reform to the breeders list. Tougher rules, more severe consequences or something. The sooner the better. I hope we do not fall to the whim of a few this time. Courtney Spellman is not an NCA member. Once again the honesty and integrity of the NCA breeders is being questioned and rightfully so. I received this from Pam Rubio because we were both on the adhoc breeders list committee. We have talked and both agree it should go in front of the board for discussion. There are names I think it should go to executive session. Naomi also sent a letter to Carla Gengler. I would think more names will be forth coming. The last go around, the adhoc committee was basically dismissed and all of us felt our concerns fell on deaf ears. Something has to change. The work of the Mediation Committee is getting harder to do. There are just to many complaints about NCA Breeders. What are we going to do. I do not think standing by is the answer I am going to happy with. I think Pam Rubio would agree with me.

John Cornell

Begin forwarded message:

From: Pamela Rubio <pamelar@garlic.com>
Subject: Re: concern about my newf and her breeder
Date: November 25, 2017 at 1:36:04 PM EST
To: John Cornell <longship@gmavt.net>

Begin forwarded message:

From: "Naomi Youngmeyer" <ncanewf@comcast.net>
Date: November 24, 2017 at 12:06:04 PM PST
To: 'Courtney Spellman' <courtneyspellman@yahoo.com>
Cc: 'Carla' <kettlehill@frontier.com>
Subject: FW: concern about my newf and her breeder

Hello ladies,
I hope you had a wonderful Thanksgiving.
Sorry to forward this to you but I don’t know where else it should go.
Hugs and pets,
Naomi

-----Original Message-----
From: Naomi Youngmeyer [mailto:ncanewf@comcast.net]
Sent: Friday, November 24, 2017 3:05 PM
To: 'Courtney Spellman' <courtneyspellman@yahoo.com>
Subject: RE: concern about my newf and her breeder

Hello Courtney,
I am so sorry you are having issues with your Newfie. I am forwarding your letter to the committees that might be able to assist you. My committee refers inquiries to the NCA breeder list members for getting puppies/adult dogs. I hope you get replies that will help you.
Newfoundly yours,
Naomi
Dear Newfoundland Club of America,

I don't know if this is the correct email address, but I hope that whoever receives this will listen to my concerns.

Approximately two years ago, I contacted the NCA to inquire about reputable breeders with available puppies.

I was given the name of the breeder from whom I purchased a puppy.

I researched the breeder: she seemed to have champion lines, stressed temperament and appeared concerned as to where the puppy would be placed.

I made it very clear that I hoped to find a calm, relaxed, easy-going pup.

Very soon after bringing the puppy ["Jetty"] home, we noticed food aggression.

I contacted the breeder to express my concerns, I researched how to approach this issue, I contacted a trainer. We seemed to overcome that issue until a while later when Jetty snapped [leaving a mark] and growled at my son when he attempted to keep her from eating his food.

At that point, I was ready to return Jetty because she did not exemplify what I believed to be the temperament of the breed. I was also concerned that she would harm my children or someone else's children.

The breeder was willing to take the puppy back (no refund) and re-home her. The breeder stated that she had never had an issue like this before. By this time, my family had, of course, fallen in love with Jetty, flaws and all. I decided that if the breeder was simply going to train her and re-home, I could work with a trainer and we wouldn't have the emotional upheaval of giving her back.

So in addition to having a behavioral specialist from St. Hubert's in Madison, NJ, evaluate her, I reached out to the Newf community and was directed towards a trainer who breeds Newfs and is a former board member of the NCA. He worked with Jetty and she seemed to improve.

What concerns me most is that in working with this trainer, he informed me that it was not the first time he had worked with a dog from my breeder. He had another dog that he recommended be returned to the breeder. I believe it was disingenuous of my breeder to state that Jetty was the first time she ever encountered behavioral issues with a puppy from her litter.

We continue to have issues with Jetty. She is, what I call, a wildcard. We never know how she is going to react in a given situation. We have been trained to "set her up" so that she is in the best position to behave properly in a given situation, but I would never trust her with small children and I am concerned around other dogs.

Please note that I have another dog (a four year old Bernese Mountain Dog), with whom Jetty interacts well. My BMD does not exhibit any of these behavioral issues. Jetty has known nothing but love and firm, yet gentle, guidance since the day we brought her home. I read, I research, I ask advice....I have done everything possible to help her reach her potential. I truly do not believe her behavior is a result of her home environment.
Yesterday, I walked with my sister and her dog. It was the first time Jetty was in close contact with my sister’s dog. My sister’s dog did nothing to provoke or instigate anything, yet Jetty barked and growled aggressively at my sister’s dog. She loves many other dogs, but will see a dog during an on-leash walk and bark aggressively. We have no idea what sets her off. It is very upsetting.

I feel that if the NCA is going to endorse breeders on their website, there should at least be a review system, where people who have purchased puppies from that breeder can give an account of their experience.

It troubles me that this breeder continues to breed with possible behavioral issues as a result. I hate the idea of harming someone’s business, but breeding potentially unstable dogs is not in the best interest of the Newf community in general or your Club in particular. Your name is connected with this breeder, regardless of your suggestions to potential owners to research the breeder on his or her own.

Thank you for listening to my concerns,

Courtney Spellman
973-879-6132
courneyspellman@yahoo.com
Dear Newfoundland Club of America,

Dazzling Paws Jewelry is looking for new breed photos for our new and improved website and we need your help! One of your member’s dogs could represent your breed when you submit 2-3 straight on images.

In exchange for your efforts, we will be donating a Sterling Silver Newfoundland piece (a $50-60) value to your club to use for an upcoming fundraiser or national specialty. And...the person(s) whose dog is selected will receive a $15 Gift Certificate towards any Dazzling Paws Jewelry online purchase.


We thank you for your help and look forward to receiving photos of your club’s most beloved dogs today!

Lexie LaLuzerne - Product Specialist
Dazzling Paws Jewelry LLC
Phone: 715-345-1314 CST Monday – Friday 8am – 5pm
E-mail: contactus@dazzlingpawsjewelry.com <mailto:contactus@dazzlingpawsjewelry.com>
Web: www.dazzlingpawsjewelry.com <http://www.dazzlingpawsjewelry.com/>
Newfoundland Club of America  
Operations  
December 10, 2017 - January 9, 2018

### INCOME

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### EXPENSES

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**Newf Tide**

**Newf Tide: back issues expense**

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**Newf Tide: Issues**

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**Newf Tide: subscription expense**

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**Newf Tide Policy**

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**Regl Spec. Coord**

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**Specialty subsidy: 2018 NCA National Specialty**

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<td>M L Zimmerman webmaster - Sept - Dec</td>
<td>-2,773.36</td>
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**Technical Resources: Technical Resource Advisory**

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<th>Date</th>
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<td>12/21/2017</td>
<td>7937</td>
<td>Elan teleconf</td>
<td>-1.68</td>
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**Treasurer**

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<td>12/30/2017</td>
<td>EFT</td>
<td>S.c.</td>
<td>-29.15</td>
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<td></td>
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<td>-21,539.88</td>
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**OVERALL TOTAL**

<table>
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<tbody>
<tr>
<td>OVERALL TOTAL</td>
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Newfoundland Club of America, Inc.
Balance Sheet
as of January 7, 2018

<table>
<thead>
<tr>
<th>NCA, Inc.</th>
<th>501(c)4</th>
<th>BMO Harris</th>
<th>Huntington National</th>
<th>Old National</th>
<th>Maturity Date</th>
</tr>
</thead>
</table>

**NCA Operations CDs**
- CD 23 months: 26,579.32 / 4/26/18
- CD 23 months: 14,801.88 / 4/26/18
- CD 23 months: 13,306.30 / 4/26/18
- CD 23 months: 13,306.30 / 4/26/18
- CD 23 months: 13,306.30 / 4/26/18
- CD 23 months: 16,788.65 / 5/1/18

**NCA National Specialty stipend CD**: 12,167.27 / 7/23/19

**Total - CDs**: 110,256.02

| Checking | 18,341.05 |
| Checking - Ntl. Specialty | 4,766.97 |
| Savings | 10,717.81 |
| Operations - Total | 24,159.46 |

| Operations - Total | 134,415.48 |
| Juniors Fund | 8,380.61 |

| Uniform Trophy Fund | 10,827.79 |

| NCA, Inc. | 48,267.26 |
| NCA, Inc. | 4,766.97 |
| NCA, Inc. | 134,415.48 |
| NCA, Inc. | 187,449.71 |

prepared by
Mary L. Price
Treasurer
Please find my 2018 Meet the Breed budget

Electric $110.00..  
Lodging $ 353.76  
Parking $ 245.00  
Shirts $ 215.00  

Total $ 923.76  

The stipend from AKC will be used for meals for the volunteers
Thank you
Beth Grispin
“Sweetness of temperament is the hallmark of the Newfoundland; this is the most important single characteristic of the breed.”

Date:______________________________

Name of Dog:________________________________________________________________________

Registration #:______________________________   Call Name:__________________________

Date of Incidence:__________________________________________________________________

The above dog was disqualified from further attendance at an NCA working event because of aggression that resulted in harm to a human or dog.

This dog may not attend a NCA working event until it has been re-instated by the Board of Directors of the Newfoundland Club of America. The Newfoundland Club of America will not consider reinstatement of the above dog until the below criteria has been met, form signed and proof provided. It is understood that depending on the circumstances of the aggression, the NCA Board of Directors has the right to refuse reinstatement even with the following criteria being met.

- Evaluation and certification from a Board Certified Veterinary Behaviorist stating the above dog is not aggressive and it is believed this was an unfortunate, isolated incidence.

- AKC CGC Title and Certificate. Must be posted with the AKC. Dogs already having a CGC title must re-certify

- Examination from a veterinarian stating that the above dog is in good health and has shown no signs of aggression.

Signature on this form is affirmation that the above dog has shown no aggression and it is believed that the above dog is safe to be allowed to attend NCA working events.

Signature of Behaviorist______________________________________________________________

Printed Name:    _________________________________________________________________

Signature of CGC Certifier:______________________________________________________________

Printed Name:    _________________________________________________________________

Signature of Veterinarian______________________________________________________________

Printed Name____________________________________________________________________

I, the owner of the above dog, understand that even with completion of the above requirements the NCA Board of Directors may still refuse reinstatement.

Signature of Owner:______________________________________________________________
Executive Session
January 18, 2018