Newfoundland Club of America, Inc.
All times Eastern Daylight Time
Regular Board of Directors Teleconference Meeting
Thursday, August 15, 2019, 8 p.m.

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

Committee chairperson call in and times:
Per arrangements with Donna Thibault, NCA Second Vice-president:
- Robin Seaman Grenier, Chair, National Specialty Show Committee, and
- Susan Wagner, 2020 National Specialty Chair. – 9 p.m. General Order.
- John O’Neill, Chair of the Steering Committee.

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

Agenda

1. Opening Ceremony
   1.1. Motion to adopt agenda
   1.2. Roll Call

2. Special Order: AKC Delegate’s Report (David Helming)
   2.1.

3. Approval of Minutes:
   3.1. Thursday, July 18, 2019 Regular BOD Teleconference, pp. 8 – 12;
   3.3. Minutes of Annual Membership Meeting - pending

4. President’s Report (John Cornell):
   4.1.

5. First Vice President’s Report (Mary Lou Cuddy):
   5.1. Charitable Trust Management Board Report (Separate Cover);

6. Second Vice President’s Report (Donna Thibault):
   6.1. See attached report.

7. Recording Secretary’s Report (Steve Britton):
   7.1. Compiled agenda and meeting packet for August 15, 2019 meeting;
   7.2. Completed Bulletin Board from July 18, 2019 Board of Directors meeting.
   7.3. Compiled minutes from July 18, 2019, NCA BOD meetings
   7.4. Compiled Minutes from April 29, 2019 NCA Charitable Trust (Trustee) Meeting
   7.5. Received and filed DOP/COI Statements from BOD members
   7.6. Agenda Packet submissions: Late committee reports and documents continue to be a concern.

8. Corresponding Secretary’s Report (Pam Rubio)
   8.1.
9.1. Periodic Receipts & Disbursements Report, July 6 – August 1, 2019, pp. 17 - 19; 

10. Immediate Past President’s Report (Pam Saunders)
10.1 Follow-up communication from AKC about letter sent about ECT Landseer application for Foundation Stock recognition, forwarded via email.

11. Standing Committee Reports –
11.1. Mary Lou Cuddy, Membership Chairman –
11.2. Sue Marino, Regional Club Liaison,
   - Update on Regional Club Social Media Policy – postponed from July meeting
   - Concerns resulting from initial complaint investigation about reported actions of a regional club; X – session
   - Update about proposed bylaw amendments (no new document submitted).
11.3. SSCC/2020 National Specialty Update – Robin Seaman Grenier & Susan Wagner
   1. 2020 National Update (will call in at 9:00 PM)
11.4. Steering Committee (John O’Neill, Chair) – will call in - time 9:30 pm
11.5. Arbitration Committee (Carla Gengler, Chair)
   - Appointment request (under Executive Session)
   - Arbitration Committee response to breeder’s contract language (Unfinished Business Item # 14.6, still awaiting Breeders List response). p. 21
   - Request for BOD guidance on a complaint received from puppy buyer, p. 23
11.6. Judges Education Committee (Denise Castonguay, Chair)
11.7. Breeders Education Committee (Lynne Anderson Powell, Chair)
   1. Item 1:BEC response to Breeder’s contract language (Unfinished Business Item # 14.6, still awaiting Breeders List response), p. 22
   2. Item 2: BEC Finalized recommendations for Breeders List requirements. (Unfinished Business Item #14.4), p. 24
   3. Item 3: BEC requests that the NCA ask OFA not to accept Cardio results on Newfs unless they are from a Board Certified Cardiologist (No practitioner reports) – no document forwarded.
11.8. Technical Resources Advisory Committee
   1. TRAC is working with Karen Clancy on presenting health clearances correctly. What is the NCA policy on what ones are presented?
   2. TRAC Update on NextCloud costs.

12. Special Committees –
12.1. Policy Manual Updates, Donna Thibault, chair

13. Executive Session – pp. 28 - 53
13.1 Membership Chairman’s Report, Mary Lou Cuddy – Separate Cover;
13.2 Additional items related to a regional club complaint made by a regional club member - update.
13.3 Follow-up concerning another regional club complaint - update
13.4 Board of Directors Conflict of Interest Statements, pp. 30 – 53
13.5 Committee appointment, p. 29
14. Unfinished Business and General Orders

14.1. Breeders Education Committee: Breeders Education/CTMB Survey –

14.2. Breeders Education Committee: Recommendation for Distribution of Breeders List Agreement Waiver;

14.3. 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.

14.4. Breeders Education Committee: Referred Question about Breeders List Requirements to BEC (2018 Spring F-2-F)

14.5. Breeders Education Committee: Continue Discussion of Breeders List Survey.

14.6. The following two motions were referred to the Breeder Education, Breeders List Arbitration Committees (to report back by July 4, 2019):

   Jack Dean moved and Roger Frey seconded that the Board determine the best recommendation to address the contract clause requiring the euthanasia or the return of a puppy to a breeder for a refund after seeking input from the Arbitration, Breeders Education and Breeders List Committees and from an NCA member survey. The motion passed unanimously.

   Jack Dean moved and Lynne Anderson-Powell seconded that a Survey Monkey survey be discussed and developed after input is received from the Arbitration, Breeders Education and Breeders List Committees. Input from these committees will be due to the Board by July 4, 2019. The motion passed unanimously. (2 Absent: SB, SM)

14.7. Referred to Arbitration Committee for its input by September 5, 2019:

   Since good Board governance requires:
   
   - detailed knowledge of problems facing breeder members’ contractual obligations, and
   - non-member perception of unfair dealings, and since
   - much of that information can only be provided by the arbitration/mediation/grievance committee disclosing all the matters that come before it
   - rather than the present status of the board only knowing about the few incidents where the breeder takes an appeal to the board, the board requires that committee to provide the following information to the NCA board every three months (in executive session) in general and in the following specifics.

   For all cases that come before it adapt a numbering system which contains the year the matter began before the committee and a unique case number for ease of further reference and also keep a list of such matters.

   a. For completed cases which are closed by the committee, a pdf copy of the following documents
   b. Initial complaint letter sent to the committee,
   c. the initial complaint letter sent to the NCA breeder,
   d. the Breeder’s response
   e. the Decision of the committee,
   f. a memo on the ultimate disposition such as dismissal of complaint and the cause (refusal of complainant to pursue the matter, acceptance by both parties of the decision, appeal to the board, etc.

   The committee can provide any additional information which it feels would be helpful to the board in understanding the problem presented or suggest changes to the above procedure. (November 11, 2018 – General Order)

14.8. Redefine DDC Job Description;
14.9. **TRAC (Committee):** Referral of Database updating and reporting process concerns to Technical Resource Advisory Committee (referred 4.10.2017);

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.

14.10. **TRAC (Committee)** – Cyber Security Insurance item for review and recommendation.

14.11. **TRAC Committee Projects List** – update (Items left open from February 21, 2019 Teleconference);

14.12. **Steering Committee:** Collaborative Digital *Newf Tide* Production Survey (Authorized, August 18, 2016) – referred to Steering Committee;

14.13. **Steering Committee:** – Comprehensive Strategic Plan (referred 4.10.2017);

14.14. Appoint Advertising and Promotions Committee ( Adopted, August 18, 2016);

14.15. **National Specialty Show Coordinating Committee:** That the Specialty Show Committee thoroughly review the Specialty Show Guide and include all previous updates for NCA-hosted shows. In addition, a separate volume should be updated and created for the Regional Specialty Guide. These will be due to the Board by the November 2019 face-to-face meeting agenda deadline. (Adopted, April 29, 2019)


14.17. **Governing Documents Coordinating Committee:** Referred the following to the NCA Governing Documents Committee: To develop a Whistleblower’s Protection.

Rationale: When required to file 990 IRS tax return forms, nonprofit corporations are requested to answer questions regarding the existence of the above-mentioned policies.

14.18. **Financial Oversight Coordinating Committee:** Treasurer’s duties and policies – requesting review by Financial Oversight Committee.


1. It is a best fiduciary practice for the board to know what tax returns have been filed in its name and the contents thereof,

2. until my last request, for many years, the NCA Board as a group. has not even seen each year’s federal tax return,

3. nor as of the date of filing of this motion, has the treasurer nor the preparer furnished the board with a copy

4. Since the return is electronically filed as a pdf file, there is no good reason that the treasurer cannot send within a week of filing a pdf copy of the return to all board members.

Therefore, it is moved that each year beginning with the tax year ending December 31, 2017, and for each year after that, the treasurer send out by email a pdf copy to all board members, and also to any NCA member who requests that yearly information be provided. (Referred to Financial Review Committee on January 17, 2018 – to report back on February 21, 2019).
14.20. **General Order:** Jack Dean moved and Lynne Anderson-Powell seconded that:

"Whereas it appears that
1. The status of the NCA seal as a copyright or trademark item is uncertain and board members having different impressions of what the law is and how we enforce our rights.
2. The NCA seal has never been registered with federal authorities.
3. There should be some type of competitive bidding on having someone properly register the NCA Seal. Now, therefore, I move that the board should come up with a plan to find qualified people and determine what they would charge for doing this as well as other associated costs. The motion passed unanimously.

14.21. Jack Dean moved the Board should designate one Board member to maintain an “action” list of items referred to committees and distribute such list to the Board. The motion passed unanimously.

14.22. Retired Kennel Name Prefixes.

14.23. Consider giving a copy of the “Distinguished Member” print for X number of dollars in a donation.

14.24. Appoint person to take action on trademark issue

14.25. Whereas, Board members need to understand the process of how tax returns are prepared to better fulfill their fiduciary obligation of corporate governance and to show the Board tries to be transparent in financial matters, and,

I want to make my questions as specific as possible so they can be simply answered by an email before our teleconference and not take up time at the teleconference, but in case they are not answered,

Now therefore, I move that:

1) The treasurer explain how the income taxes for both the NCA, Inc and the NCA Charitable Trust are prepared in general and with specific reference to whether the treasurer supplies to the accountant:

   A). the aggregate data as she categorizes it for various tax categories on the return, or
   B). all categories contained in the accounting system or
   C). the raw individual data and lets the accountant categorize the data, or
   D). does supply both A and B together with the raw data associated by categories, or
   E). something else and, if so, then please explain what it consists of.

2) Whether the accountant has questioned in any manner the Treasurer’s categorization and, if so, what were those communications?

3) That the treasurer provide copies of the accountant’s engagement letters for both entities.

4) for both the NCA, Inc and the NCA Charitable Trust for the last three years, namely the returns labeled for the years beginning in 2015, 2016, and 2017, please tell when, if ever, the federal tax return was shown to the directors listed in the 990 schedule before January 1st, 2019 other than caused by my recent specific request. (Jack Dean)

14.26. Whereas, for both the NCA, Inc to determine how much NCA funds to give to the Charitable Trust in the coming year and how the BOD sitting as the Trustee uses the funds,

Now, therefore, I move the budget line item for NCA support of the Charitable Trust should contain detail on what are the items that make up the budget request instead of simply the notation “as per chair.” (Jack Dean)
14.27. Whereas, there was an examination of the Charitable Trust accounts by Sandy Gabel, CPA, which was referenced in the minutes, but not attached;

Now, Therefore, I move that the Treasurer provide to all board members who request it a copy of that report, and an engagement letter, if one was signed or sent, and the bill provided from which the amount was paid. (Jack Dean)

14.28. I move that the NCA should support each Junior member with a free membership. They should still have to register as a Junior but not pay a membership fee until they are aged out as a Junior. (Pam Saunders)

14.29. Review the NCA Social Media Guidelines posted to the NCA website. (Steve Britton)

Rational: In-part, the policy is in discord with the club bylaws; application of the guidelines, when applied to club members, it provides no due process. Due process is warranted to all members

14.30. Review what is a COI & for whom (general order)

15. New Business

15.1. .
2019 – 2020 NCA Board Member Directory

**President:**
John Cornell  
964 Williams Hill Rd  
Richmond, VT 05477-9623  
Cell: 802/363-9333  
Email: jecornellboard@gmavt.net

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

**Second Vice President:**
Donna Thibault  
514 Bassetts Bridge Rd.  
Mansfield Center, CT 06250  
Cell: 860/465-7743  
Email: donnatbo@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

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

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

**Director:**
Lynne Anderson-Powell  
358 Swart Hill Rd  
Amsterdam, NY 12010-7081  
Home: 518/843-9892  
Cell: 518/598-3746  
Email: landersonncaboard@gmail.com

**Director:**
John J. Dean. Esq.  
1206 North Negley Avenue  
Pittsburgh, PA 15206-1518  
Home: 412-361-1541  
Email: JackDeanNCABOD@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:**
Pat Randall  
7238 Hwy 162  
Hollywood, SC 29449-5606  
Home: 843/889-5444  
Cell: 843/697-1113  
Email: pkrboard2011@comcast.net

**Director:**
Katie Sidesinger  
27927 Alabraska Lane  
Evergreen, CO 80439-6549  
Home: 303/999-7862  
Email: katiesidesinger@gmail.com

Revised: 05/19/2019

For distribution
2nd Vice-resident’s Report
Committee Items – August 2019

1. Steering Committee (John O’Neill, Chair) – will call in - time 9:30 pm
2. SSCC/2020 National Specialty Update – Robin Seaman Grenier & Susan Wagner
   - 2020 National Update (will call in at 9:00 PM)
3. Arbitration Committee (Carla Gengler, Chair)
   - Appointment request (under Executive Session)
   - Arbitration Committee response to breeder’s contract language (*Unfinished Business Item # 14.6, still awaiting Breeders List response*)
   - Request for BOD guidance on a complaint received from puppy buyer
4. Judges Education Committee (Denise Castonguay, Chair)
   - Report back on AKC Canine College information
5. Governing Documents Committee (Steve Britton, Chair)
   - Proposed Whistle Blower Policy
6. Breeders Education Committee (Lynne Anderson Powell, Chair)
   - Item 1:BEC response to Breeder’s contract language (*Unfinished Business Item # 14.6,– still awaiting Breeders List response*)
   - Item 2: BEC Finalized recommendations for Breeders List requirements. (*Unfinished Business Item #14.4*)
   - Item 3: BEC requests that the NCA ask OFA not to accept Cardio results on Newfs unless they are from a Board Certified Cardiologist (No practitioner reports)
   - Item 5: BEC requests permission to fund raise for Educational event at 2020 National
7. Technical Resources Advisory Committee
   - TRAC is working with Karen Clancy on presenting health clearances correctly.
   What is the NCA policy on what ones are presented?
   - TRAC Update on NextCloud costs
## INCOME

**Dues - Applicants**
- **7/8/2019** EFT Stripe B. Sargent 125.00
- **7/15/2019** DEP M. Fernald 50.00
- **7/16/2019** EFT Stripe Grant; Hoffman 170.00

**Dues - Renewals**
- **7/7/2019** EFT Stripe 852.00
- **7/8/2019** EFT Stripe 320.00
- **7/9/2019** EFT Stripe 260.00
- **7/10/2019** EFT Stripe 80.00
- **7/11/2019** EFT Stripe 80.00
- **7/14/2019** EFT Stripe 186.00
- **7/15/2019** DEP Vari 3,020.00
- **7/16/2019** EFT Stripe 75.00
- **7/22/2019** EFT Stripe 175.00
- **7/23/2019** EFT Stripe 310.00
- **7/24/2019** EFT Stripe 100.00
- **7/25/2019** EFT Stripe 100.00
- **7/27/2019** 8164 NCA Health Challenge donations with Dues -6,095.00
- **7/27/2019** 8165 NCA Rescue donations with Dues -5,935.00
- **7/27/2019** 8166 Scholarship Fund donations with Dues -740.00
- **7/27/2019** 8167 Education Grant Fund donations with Dues -615.00
- **7/27/2019** JE Postage Levy with Dues -2,910.00

**Interest**
- **7/31/2019** EFT Interest On CD 155.59
- **7/31/2019** EFT Interest On CD 152.00
- **-10,084.41**
## EXPENSES

### Awards
- **7/15/2019  8160  A K C**
  - Natl. Championship - medallions - O
  - \(-215.00\)

### Breeders Education
- **7/15/2019  8163  Elan**
  - speaker fee - down pmnt
  - \(-300.00\)

### Breeders Referral
- **7/15/2019  8163  Elan**
  - phone line
  - \(-22.32\)

### Gen. Ed. - Packets, Ads,
- **7/15/2019  8159  A K C**
  - Meet the Breeds - electric
  - \(-110.00\)

### Grants
- **7/15/2019  8158**
  - Education Grant Fund
  - \(-1,000.00\)

### Health & Longvt
- **7/15/2019  8161  J Cornell**
  - AKC CHF Health Conference
  - \(-558.00\)

### Membership
- **7/7/2019**
  - EFT  Stripe  s.c.
  - \(-27.73\)
- **7/8/2019**
  - EFT  Stripe  s.c.
  - \(-14.41\)
- **7/9/2019**
  - EFT  Stripe  s.c.
  - \(-8.75\)
- **7/10/2019**
  - EFT  Stripe  s.c.
  - \(-2.62\)
- **7/11/2019**
  - EFT  Stripe  s.c.
  - \(-2.62\)
- **7/14/2019**
  - EFT  Stripe  s.c.
  - \(-6.00\)
- **7/15/2019  8162  M L Cuddy**
  - postage
  - \(-79.81\)
- **7/15/2019  8163  Elan**
  - postage
  - \(-51.45\)
- **7/16/2019**
  - EFT  Stripe  s.c.
  - \(-8.01\)
- **7/22/2019**
  - EFT  Stripe  s.c.
  - \(-5.38\)
- **7/23/2019**
  - EFT  Stripe  s.c.
  - \(-10.20\)
- **7/24/2019**
  - EFT  Stripe  s.c.
  - \(-3.20\)
- **7/25/2019**
  - EFT  Stripe  s.c.
  - \(-3.20\)

### Newf Ambassador
- **7/15/2019  8163  Elan**
  - 6/5 teleconf
  - \(-0.83\)

### Newf Tide:Issues
- **7/27/2019  JE**
  - To Record Postage Levy Re thru 7/27
  - \(2,910.00\)

### Newf Tide Policy
- **7/15/2019  8163  Elan**
  - 6/11 teleconf
  - \(-2.77\)

### Rec Sec
- **7/15/2019  8163  Elan**
  - 5/23 teleconf
  - \(-13.87\)
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Newfoundland Club of America, Inc.
Balance Sheet
as of August 1, 2019

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| Juniors Fund | | | |
| Checking | 1,457.09 | 1,457.09 | |
| CD 6 months - due 2/28/20 2.85% | 6,134.53 | 6,134.53 | |
| Uniform Trophy Fund | | | |
| Checking | 420.58 | 420.58 | |
| CD 6 months - due 2/28/20 2.85% | 10,218.89 | 10,218.89 | |
| | 10,639.47 | | |

| NCA, Inc. | 229,925.78 | 44,413.56 | 20,192.43 | 165,319.79 |
June 27, 2019

TO: NCA BOARD OF DIRECTORS

REFERENCING: The NCA Board’s request asking the Arbitration Committee’s opinion of the contract clause requiring puppy buyers to return or euthanize the puppy in the event of a health problem.

OUR RESPONSE IS AS FOLLOWS:

This type of contract typically would require the buyer to return the puppy in order to receive another puppy when available or if the buyer is lucky, receive a full or partial refund.

Our Committee considers this type of contract requirement to be unethical and cruel. Benefits no one except the breeder because the breeder knows that in almost all circumstances the puppy buyer will not return their beloved puppy and therefore the breeder sidesteps any responsibility for producing an unhealthy dog.

These types of contracts have a very negative reflection on NCA breeders. Puppy buyers are under the assumption that by choosing a breeder from the NCA Breeder List they are dealing with someone who is doing their best to produce healthy puppies and if there is a problem the breeder will work with them in a fair and ethical manner.

There are breeders with these types of contracts that can and do continually breed dogs consistently affected with, for example, hip and elbow dysplasia. This type of breeding knows they usually won’t have to deal with the results of these breedings in regards to veterinary bills or legal issues. They are preying on the emotions of the puppy buyer. How? Because the buyers are not going to return the puppy they so dearly love along with their family and friends.

Another area of concern is the typical 72 hour vet check usually required by the breeder upon receipt of the new puppy. While this may provide information to the owner, it does not eliminate the responsibility of the breeder for certain health conditions.

The Arbitration Committee would like to point out that since a puppy buyer usually has less knowledge of our breed than the breeder, we believe the NCA’s goal is to protect and assist the buyer in obtaining a sound Newf free of physical issues / or restrict

Sincerely,

Carla Gengler, Arbitration Committee Chair
Members: John Cornell, Ken Price, Pamela Jackson and Suzi Bidwell
The BEC makes the following recommendations regarding contracts used by Breeders List Breeders for the sale of their puppies or adults that contain clauses that requiring the euthanasia or the return of a puppy to a breeder for a refund:

- That the NCA not attempt many to regulate this contract language as there are different scenarios that can occur such that the interpretation of any contract including this specific clause is not simple or black and white. There are circumstances where it might be necessary to require the return of a puppy or adult or even require it to be euthanized. These decisions should never be made lightly nor should any such clause be used to avoid the responsibility that a Breeder has for the Newfs they have produced. But these are decisions that are the right of the Breeder to make in consultation with the Owner and considering what is best for the Newf.

- All Breeders List Breeders should be required to go over the contract in detail with the buyers and at minimum discuss under what circumstances a refund or replacement will or will not be provided and the rational and requirements used to make that decision.

- The NCA should continue and increase its education of potential buyer and current owners about contracts and other things they need to be aware of and consider when choosing from which Breeder to purchase a puppy.

- The NCA should continue and increase its education of Breeders on the importance of developing and maintaining good relationships and communication with the owners of the Newfs they have produced.
July 19, 2019

Referencing: Arbitration Committee Request

Our committee is contacting the Newfoundland Club of America Board of Directors asking for your guidance on how to proceed with a complaint.

Because the breeder in question is not on the breeders list we’re not aware of any other enforcement mechanism(s). Typically if a breeder on the breeder’s list does not comply with our decision, should it go against them, they are then removed from the breeder’s list. This breeder was removed several years ago.

We are hoping that the BOD will have some sort of solution in the event that we would decide against the breeder or any other club member in this type of situation.

There are two parts to this complaint. Number one is the alleged lack of honesty and number two is the health of the young dog. In simple terms the complaint states the breeder told the buyer that the dog was healthy and in fact had good OFA prelims. We have a copy of the not so stellar OFA report and emails stating the supposed health of the dog along with pictures. It appears the breeder was lying. According to the buyer the breeder removed the advertising of this along with the OFA information when the buyer confronted her. She refused to let the buyer talk to her vet. Apparently the dog sired some litters having bad hips and elbows at the age of 15 months per the breeder’s advertising.

The owner is concerned because her dog is slow getting up plus his foot turns out about 90 degrees.

One of our committee members made a very good suggestion for those not on the Breeder’s List: The breeder, or anyone else for that matter who refuses to comply, be suspended from membership for a period of time or until compliance is made.

Please advise if we should take this complaint. We don’t want to waste everyone’s time plus the breeder will walk away disrespecting the NCA if we’re unable to enforce a decision should it go against the breeder. We have not communicated with the breeder yet.

Thanks from all of us for any help and guidance. We appreciate the support you have given us!!

Sincerely,
Carla Gengler, Arbitration Chair
Members: John Cornell, Pam Jackson, Ken Price, Suzi Bidwell
Breeders List Reputation Improvement Proposal

Based on the complaints made about the NCA Breeders List and the comments made by the Board, by puppy seekers, and by BL Breeders in response to the questions we asked on the NCA Breeders List, the BEC is recommending some actions that should be taken. These recommendations were unanimously approved by the BEC Committee:

Recommendations to decrease complaints submitted to Arbitration:

- **First:** Any Breeders List Breeder who has 3 complaints lodged against them that are determined by Arbitration and / or the Board to be valid complaints found against that Breeder will be removed from the List. The determination that the Breeder will be removed will be made by the Arbitration committee and / or the NCA Board based on the records of the Arbitration committee. These records will be verified by the Committee and presented to the Board with their recommendation for permanent removal. This action will be contingent on the conclusion and final determination of any appeals on the third complaint. Note: The Breeder will have been already suspended from the list at that time based on the ‘unresolved compliant’ policy.

- **Second:** Breeders List Breeders will be required to provide the buyer with documentation of all health testing that is recommended by NCA for the sire and dam. It is NCA’s recommendation that these results be submitted to the OFA and be in the open database so a printout of the report for the dogs from OFA can be provided.

- **Third:** Breeders List Breeders are to have all puppies examined by a Board-Certified Cardiologist (Not a Practitioner) and provide a copy of the results to the buyer.

- **Fourth:** Breeders List Breeders will be required to make their puppy or adult buyers aware of the NCA Arbitration Committee, its purpose and how they can contact that Committee.

Once reviewed and approved, these should be added to the NCA Breeders List Requirements and all current and new Breeders should be required to sign the revised agreement. The updated wavier that is now on the new Breeder List application will also be on the revised agreement.
Hi Donna!

I am following up on the June 19th board minutes regarding the AKC Delegate’s report about the NCA’s possible participation in the AKC Canine College breed course(s).

To bring you up to speed, the JEC initially contacted the AKC Online Education Coordinator about the program back in November 2017. We asked what is entailed, what would be required from the parent club, and who would have final say on the content. I attended the AKC National Championship shows in December 2017 to conduct the Newfoundland breed seminar and workshops (along with Dave Helming) and took advantage of the AKC’s offer to photograph and videotape selected dogs at the show. Unfortunately, in my opinion, the AKC did not use professional photographers and videographers. I was able to view the unedited photographs taken but the AKC would not let me view the videos of movement unless I selected from the photos taken. I feel that the NCA’s judges education presentation has far better photographs and all materials we use in judges education is board approved.

In my initial contact with the AKC, I was assured (in writing) that the breed club would have the final say in the content for the online course and that the SME (subject matter expert) would approve all text, photos and movement clips to be used in the course.

See below for the questions the JEC asked of the AKC and the responses which details the AKC’s vision for the canine college courses. (Note that in reference to question #2 – the NCA JEC has provided the AKC with current JE materials and Illustrated Guide).

If the NCA would like to participate in the AKC Canine College Course, the SME should be selected from the JEC. If you have any questions and/or wish to discuss this further, please contact me.

Best,
Denise

Denise & Marc Castonguay
CastaNewf Kennels Perm Reg’d
www.castanewf.com

From: Magen Leavell [mailto:Magen.Leavell@akc.org]
Sent: November 9, 2017 11:14 AM
To: castanewf@shaw.ca
Subject: Newfoundland Club of America and Canine College

Hello Denise,

Thank you for your email. Leslie Fetter requested I follow-up to address your questions, please see my responses below.

1. **Will all breeds (eventually) be online through the Canine College?**
   Yes, eventually all breed clubs will be contacted with the opportunity to participate and produce an eLearning course.

2. **Will each breed club be asked to provide current judges education material to be adapted to the online course?**
Yes, we ask the club provide their current Judge’s Education materials and Illustrated Standard (if available). We also request any club approved articles, links, and videos that are sanctioned by the club. Also, club approved candid photos of dogs performing their function, participating in AKC events, and demonstrating temperament should be identified to use in the course. We also interview a club identified judge and record a hands-on breed exam. In addition, we will conduct breed expert video interviews of individuals selected by the club. These interviews are used throughout the course to provide guidance and instruction to the learner on topics to included but are not limited to: history, function, detailed descriptions of the sections of the dog, coat and color, ideal movement, temperament, etc.

3. **Will the breed club work with the designated developer(s) regarding the breed content for the course?**
Yes, before we even begin working on a course, we contact the Parent Club President, Secretary, and Delegate (if applicable) and request a representative that can serve as the Subject Matter Expert (SME). The SME will work with the Online Education Manager and the Instructional Designer to create a comprehensive breed course. It is recommended the club identify an individual who is able to dedicate between 4-6 hours per week for up to 8 weeks to answer questions, approve resources, and review content for accuracy and approval.

4. **Will the breed club have the final say in the content for the online course?**
The SME will identify and approve the text, photos and movement clips to be used in the course as well as the materials detailed above. They will have the opportunity to review the course in sections and a final version of the course which will include all of their updates.

Please contact me with any follow-up questions or if you would like to schedule a webinar I would be happy to share a demo of a current course with you.

Magen Leavell

Online Education Manager

8051 Arco Corporate Drive, Suite 100, Raleigh, NC 27617
t: 919.816.3774 | e: magen.leavell@akc.org
Visit our website: www.akc.org
NCA Whistle Blower Policy

The Newfoundland Club of America requires directors, officers, committee members and other representatives of the Club to observe high standards of business and personal ethics in the conduct of their duties and responsibilities. As representatives of the Newfoundland Club of America, we must practice honesty and integrity in fulfilling our responsibilities and comply with all applicable laws and regulations.

This Whistleblower Policy is intended to encourage and enable representatives and others to raise serious concerns internally so that Newfoundland Club of America’s Board of Directors can address and correct inappropriate conduct and actions. It is the responsibility of all board members, officers, volunteers and representatives to report concerns about violations of the Newfoundland Club of America’s code of ethics or suspected violations of law or regulations that govern the Newfoundland Club of America’s operations.

It is contrary to the values of the Newfoundland Club of America for anyone to retaliate against any board member, officer, representative or volunteer who in good faith, reports an ethics violation, or a suspected violation of law, such as a complaint of discrimination, or suspected fraud, suspected violation of any regulation governing the operations of the Newfoundland Club of America. A board member, officer, representative or volunteer who retaliates against someone who has reported a violation in good faith is subject to discipline-per the bylaws of the club.

The Newfoundland Club of America’s has an open-door policy and suggests that representatives share their questions, concerns, suggestions or complaints with the Newfoundland Club of America’s Board of Directors by filing the complaint in writing to the Recording Secretary of the Newfoundland Club of America. If the complaint involves the Recording Secretary of the Newfoundland Club the complaint should be filed with the President of the Newfoundland Club of America. The complaint will be handled, in executive session, by the Board of Directors. If the complaint is regarding any member of the Board of Directors that will be asked to step away from the meeting during discussion of such complaint.

The Newfoundland Club of America’s Board of Directors is responsible for ensuring that all complaints about unethical or illegal conduct are investigated and resolved. If the complaint involves a financial situation the Newfoundland Club of America’s Board of Directors will act swiftly to protect the finances of the Newfoundland of America which may include the Finance Committee, internal audit, freezing of accounts etc. until the matter is resolved.

Anyone filing a written complaint concerning a violation or suspected violation must be acting in good faith and have reasonable grounds for believing the information disclosed indicates a violation. Any allegations that prove not to be substantiated and which prove to have been made maliciously or knowingly to be false will be viewed as a serious disciplinary offense.

Reports of violations or suspected violations will be kept confidential to the extent possible, consistent with the need to conduct an adequate investigation.

The Newfoundland Club of America’s Recording Secretary (or President) will notify the person who submitted a complaint and acknowledge receipt of the reported violation or suspected violation. All reports will be promptly investigated and appropriate corrective action will be taken if warranted by the investigation.

The Newfoundland Club of America’s Whistle Blower Policy approved by the Board of Directors on {Date}. 