Newfoundland Club of America, Inc.
Regular Board of Directors Teleconference Meeting
Thursday, August 20, 2020, 8 p.m.

All times Eastern Standard Time

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.

Committee chairperson call in and times:
Per arrangements with Lynne Anderson-Powell, NCA Second Vice-president:
8:45 pm - NTPC, Aura Dean
9:15 pm - Arbitration, Carla Gengler
10:00 pm - 2021 National Show Committee (Sheri Russel, Kathy Wortman, Mark Keyser, Robin Seaman)
10:30 pm – Public Education, Brooke Moore
10:50 pm – WDC, Sue Raney

Agenda

1. Opening Ceremony:
   1.1. Roll Call
   1.2. Moment of Silence for Marget Johnson
   1.3. Motion to adopt agenda

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

3. Approval of Minutes:
   3.1. Regular Board teleconference meeting July 16, 2020; - under separate cover

4. President’s Report (John Cornell):
   4.1. Strategic Plan Focus Groups
   4.2. Arbitration Committee member’s legal review about question put forward by NCA Arbitration Committee about their personal liability indemnification through the club insurance carrier.

5. First Vice President’s Report (Mary Lou Cuddy):
   5.1. See officer report in packet - p. 5

6. Second Vice President’s Report (Lynne Anderson-Powell):
   6.1. See committee reports

7. Recording Secretary’s Report (Donna Thibault):
   7.1. Prepared minutes of July 16, 2020 regular meeting;
   7.2. Compiled agenda and meeting packet for this meeting.
8. Corresponding Secretary’s Report (Pam Rubio):
   8.1. AKC Parent Club Medallion Sponsorship Information; p.6-8
   8.2. NAIA request for photos; p.9


10. Immediate Past President’s Report (Pam Saunders)

11. Standing Committee Reports – starting on p. 14
   11.1 NewfTide Status – Aura will call in at 8:45 pm
   11.2 Item from Arbitration regarding the BOD decision regarding non-BL breeders not having to cooperate with Arbitration (Doc attached) Carla will call in at 9:15 pm; p. 14
   11.3 Update from 2021 National Specialty Committee (budget, overall status) Kathy Wortman, Sheri Russell, Mark Keyser and Robin Seaman Grenier will call in at 10:00 pm
   11.4 Status update from Public Education looking for BOD approval to move forward - Brooke Moore will call in at 10:30 pm; p.15
   11.5 The various letters of dissent about the WDC & BOD decision to not allow WRDX at water tests for this test season - Sue Raney will call at 10:50 pm; pp. 16-32
   11.6 Item from BEC on clarification of the ‘Lifetime Commitment’ clause in the Ethics Guide; p. 33-34
   11.6 TRAC Status report; pp. 35-38

12. Special Committees –
   12.1. Strategic Plan Focus Groups – updates
      a. Member Engagement – Mary Lou Cuddy, Chair
      b. Finance – Sue Marino, Chair
      c. Education – Pat Randall, Chair

13. Executive Session – starting on p. 39
   13.1 Membership Chairman’s Applicant Report, Mary Lou Cuddy – Separate Cover.
   13.2 Request from Public Education to add 3 members; pp. 40-43

14. Unfinished Business and General Orders
   14.2. 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. (due January 2-2019 agenda deadline).
   14.4. Appoint Advertising and Promotions Committee (Adopted, August 18, 2016; repost position per approved action at October 9, 2019 BOD meeting).
   14.5. 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. Deadline: 2019 Fall F2F Meeting. (March 19, 2020 - 2nd Vice-president to follow-up; update due June 2020 meeting)
14.6. The following was referred to the **National Specialty Show Committee**: (update due June 2020 meeting)

Motion: Request the National Specialty committee to consider guidelines for dedicating an NCA national to specific persons.

Whereas,

1. sometimes it is appropriate to dedicate a specialty to a particular person, but there are no guidelines on any criterion to be used, and
2. It would be better to consider this problem in advance rather than on the spur of the moment,

Therefore, I move that

1. the problem be referred to the National Specialty committee for their input on guidelines, and they report back to the board at the February meeting with some rough guidelines on such policy or the statement that they do not think any policy is feasible at this time.

14.7. **General Order:** Jack Dean move, 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 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. (The action was amended on October 17, 2019 by assigning a reporting date of December 5, 2019 - for the December 19, 2019 meeting. A partial report was received on March 26, 2020; update due for June 2020 meeting.)

14.8. **General Order:** Retired Kennel Name Prefixes. (Lynne Anderson Powell, chair of a Special Committee)

14.9. Policy regarding NCA members calling in as guests to regular Board meetings. (from June 2020 meeting)

15. **New Business**

15.1 Steve Britton: Refer the following business item to the judges education committee:

To author a document (perhaps a tri-fold brochure or other handout) with pictures of Newfoundland Dogs, which give greater details about disqualification by color. The judges education committee will report to the board about its progress on the document at the November board of directors meeting with a completion deadline of January 1, 2021. This brochure will be used to supplement the NCA Illustrated Guide and will be added to the judges education materials located on the NCA website. (Steve Britton)

Rational: The brochure would be a valuable teaching aid to assist with judges education presentations as color is the only disqualification mentioned in the Newfoundland Standard.
2020 – 2021 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: bearscamp@gmail.com

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

Recording Secretary:
Donna Thibault
514 Bassetts Bridge Rd.
Mansfield Center, CT 06250
Cell: 860/465-7743
Email: donnatbo@live.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
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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:
Steve Britton
P.O. Box 554
Montrose, MI 48457-0554
Home: 810/639-6898
Cell: 810/247-3458
Email: stevebritton.ncaboard55@yahoo.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
3091 Smyrna Church Rd
Chatsworth, BA 30709-6072
Cell: 843/697-1113
Email: pkrboard2011@comcast.net

Director:
Stacy Roderick
4309 179th Ave NW
Vaughn, WA 98394-9700
Cell: 360/620-0466
Email: stacyroderick1@gmail.com

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

Revised: 05/13/2020
The Charitable Trust Management Board (CTMB) met on Wednesday, August 5, 2020.

During the meeting:

- Clyde Dunphy, Chair, reported:
  - That he had received a thank you letter from the AKC Canine Health Foundation for the $2,500 grant for a TPLO research project.
  - That to recognize the AKC CHF’s 25th anniversary, the Charitable Trust will be listed as a Distinguished Contributor as the Charitable Trust has donated more than 25% of its Donor Advised Fund to fund CHF grants in 2020.

- Mary L Price, Treasurer, reported the following:
  - Updates on the balances
  - The Morgan Stanley quarterly report was reviewed and it was said that they have done well lately with all the turmoil in the market.

- NCA Rescue: Mary L reported the following:
  - Rescue numbers are up very slightly recently.

- The CTMB reviewed the proposed layout for the new quarterly NewfCare: Research and Rescue. This e-newsletter will feature updates on NCA Charitable Trust activities and reports on the research projects that the CTMB has funded and other news items.

- The Newfoundland Forelimb Anomaly Committee will be using the term Congenital Radial Head Luxation going forward. It appears that this syndrome appears in other breeds and this is the preferred term. It is believed that this may generate more scientific interest.

- Mary Jane Spackman reported that she has not heard back from John Curby from OFA regarding the preliminary version of the Health Survey. Once the survey is set with OFA, it will then be sent to the CTMB for final review and a test run before launching.

- Chris Plum and Mary L reported on the Donor Database they are developing to track donors. There are currently over 500 unique donors listed.

- The next meeting will be Wednesday, September 9, 2020 at 8:00 pm.
I know it’s past deadline for the agenda, but if you can include, please do. Thanks!

Sent from my iPad

Begin forwarded message:

From: American Kennel Club <amy.hamernick@akc.org>
Date: August 6, 2020 at 12:01:23 PM PDT
To: "Pamela S. Rubio" <pamelar@garlic.com>
Subject: 2020 AKC Parent Club Medallion Sponsorship Information
Reply-To: amy.hamernick@akc.org

Dear Parent Club Officers,

Our sport, like all aspects of life, has been impacted and changed by the COVID-19 pandemic. While we have not been able to be together very often this year, AKC is looking forward to hosting our sport and dog family at the AKC National Championship presented by Royal Canin which will be held on December 12-13, 2020 at the Orange County Convention Center in Orlando, Florida. This year’s event marks the 20th Anniversary of the AKC National Championship and it will be more special than ever. In celebration, we will again provide Parent Clubs with the opportunity to pledge for medallions to honor breed excellence and achievements.

**Conformation**

AKC Parent Clubs are given the ability to award five conformation medallions that will be presented in the club’s name. Commemorative 3” medallions will be offered for the Best of Breed, Best of Opposite Sex, Best Bred-by-Exhibitor,
Select Dog and Select Bitch in each breed. Medallions will only be available to winners if the respective Parent Club sponsors them.

**PRICING:**
- Individual medallions $25 each
- Set of five medallions $125
- Varieties set of five medallions $100 each

*Premium List Pledge Due: September 25, 2020*
*Show Catalog Pledge Due: November 1, 2020*

**Rally, Agility & Obedience**
Medallions are also being offered for the following competitions:

- Rally National Championship [December 11, 2020]
- 15th AKC Agility Invitational [December 12-13, 2020]
- National Obedience Championship [December 12-13, 2020]

AKC Parent Clubs may choose to award medallions to be presented in the club’s name to the top scoring dog in their breed for each of these three events. Each of the medallions will include a neck ribbon imprinted with the breed, event, location, and year. Medallions will only be available to winners if the respective Parent Club sponsors them.

**PRICING:**
- Medallion with breed neck ribbon $45 each

*Pledge Due: September 30, 2020*

The AKC National Championship is an event which recognizes and celebrates dogs in sport as well as dedicated breeders, handlers and owners. Your contribution to the medallion program is a fantastic way to honor to these achievements and uphold the valued AKC tradition.

Download Pledge Form Here

Sincerely,
For input from the Board. Thanks!
Sent from my iPad

Begin forwarded message:

From: Marilyn Kun <Marilyn.Kun@naiaonline.org>
Date: July 31, 2020 at 11:32:56 AM PDT
To: correspondence@newfdogclub.org
Subject: Request for photos/videos for NAIA website project

Dear Corresponding Secretary,

NAIA is developing/refining content for our website's Dog Finder's Guide and we'd like to ask for your assistance.

We provide website visitors with the link to the national club for each breed. As such, it would be helpful to have some attractive photos representative of your breed, as well as any links to brief videos that showcase a breed's personality and perhaps an example of the breed doing agility or some other performance event or activity.

(See [http://www.discoveranimals.org/pets/petanimal/newfoundland](http://www.discoveranimals.org/pets/petanimal/newfoundland))

Would you be willing to participate in this project?

If so, please send images and web links to me directly by September 1. Images should be high resolution and include photo credits.

Questions? Don't hesitate to reach out to me.

Thank you for considering this request.

With gratitude,

--

**Marilyn Kun**
Development Director
**National Animal Interest Alliance**
1017 SW Morrison Street, Ste. 511
Portland, OR 97205
(503) 227-8450

Hours: 8:30 a.m. to 5:00 p.m., Monday to Friday
### INCOME

**Breeders List**

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## Newfoundland Club of America

### Receipts and Disbursements

### Operations

#### June 30 - August 6, 2020

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**Dues - Renewals - Next Year**

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**Newf Tide subscriptions**

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**EXPENSES**

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**Membership**

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OVERALL TOTAL: $-14,670.72
Newfoundland Club of America, Inc.
Balance Sheet
as of August 6, 2020

NCA, Inc.  501(c)4

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Operations - Checking 61,180.43  61,180.43

Operations - CDs

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National Specialty - Checking

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National Specialty stipend CD

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Total Operations 187,321.81

Juniors Fund

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Uniform Trophy Fund

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NCA, Inc.  204,775.20  64,900.10  14,164.50  125,710.60

prepared by
Mary L. Price
Treasurer
June 22, 2020

The Arbitration Committee would like the BOD to reconsider their decision allowing a breeder who has been removed from the Breeder’s List to be exempt from any future arbitration complaints brought against them.

The Arbitration Committee feels this decision allows such breeders free rein with future behavior that may be detrimental to the NCA and its Breeder’s List plus it is inherently unfair to all other NCA members. Arbitration is for all NCA members, not just those on the Breeder’s List.

NCA members not on the Breeder’s List or those breeders who have complied with Arbitration’s decisions are not exempt from more than one complaint. Why should anyone else be?

I’m sure you’re all aware that removal from the Breeder’s List occurs when a breeder refuses to comply with Arbitration’s decision. The breeder may appeal that decision to the BOD and if the BOD upholds Arbitration’s decision and the breeder does not comply, they are removed from the Breeder’s List.

Why should a breeder who has refused to comply with not only Arbitration’s decision but potentially the decision of the BOD to uphold that decision be allowed to refuse any future interaction with Arbitration should it arise? They are being rewarded for non-compliance and contempt, not only Arbitration but for the NCA BOD.

Our committee is hopeful the BOD will re-visit this topic and adopt a different stance.

Sincerely,

Arbitration Committee: Carla Gengler, Chair; John Cornell, Amy Davis, Cathy Derench and Pam Jackson
TO NCA Board

RE: General Education Committee

Thank you to everyone for entrusting me with the task of getting this Committee back up and running and being a part of the ongoing work of the NCA.

I have begun to research the state of things now, to look at what has been done in the past and to get feedback from Members on how they see the needs for the Committee.

The response has been so positive! Everyone seems on the same page of wanting more and better information in modern formats that will be engaging, easy to understand and encouraging.

Marylou has been fantastic in getting me information on what has been going on in terms of Long Range Planning efforts and in defining the needs of the Board in relationship to Education.

As I looked at materials and the Web site it was clear that while we have a lot of great information much of it is not simple to access and could do with a face lift. In thinking about the tasks and needs I have asked a few fellow Ambassadors to be the beginning members of the Committee. As a group we are often the first touch for the Public and the go to as they become more involved. We all use the Educational resources a lot!

The following NCA Members are my request to begin the formation of the Committee. I envision adding members formally to the Committee once we have established goals, timelines, and objectives and to bringing in Members with specific skills to participate in projects.

The Members proposed are: (Secretary note: proposed members are listed in Executive Session)

Creating PodCasts, Video Blogs and other modern media interaction will be a strong focus for the group. The plan is to create a demonstration for Board approval and to determine the proper branding that will be needed to fit in with the other ongoing educational materials and efforts of the Club. I hope to have a sample by the September meeting.

All input gladly received!

Brooke

Newfiebrooke@aol.com, 845-275-5700
Dear Board Members.

I have attached my dissention letter with regard to the WRDX issue. It has been brought to my attention that it was never presented to you for your review and consideration prior to the discussion and subsequent vote to cancel all WRDX tests during the 2020 season. The 5 dissenting votes were told by the head of the Working Dog Committee to forward our letters to her and she would submit all 5 letters to you for your review. While I realize this will not change the vote, I feel that we, as NCA members, have the right to be heard. We also have the duty to the members of the NCA that participate in working events to make sure our opinions are heard.

Thank you for your consideration.

Mark Iken
WDC & NCA Member

Sent from my Sprint Samsung Galaxy S9.
July 5, 2020

Dear NCA Board of Directors

Three nights ago, at the WDC meeting there were 2 votes to have water test this summer. We voted 7 to 5 to still allow Regional clubs to hold WD and WRD tests if each club follows their own state’s guidelines for social distancing when possible, mandatory face masks and hand sanitizing. There also was a vote not to hold WRDX which also was 7 to 5. I feel that if each club follows their state’s guidelines that a WRDX test should also be held if a club decides too. The NCA is made up of several members who also think these tests should be held. I think it should be up to each member to decide themselves if they want to participate in their Regional club’s water test. Just because some of the WDC members are afraid to venture out does not mean we should penalize everyone from working with their Newf doing and enjoying what they were bred to do! I feel it should be an individual decision. Although we all know the virus is bad, you can get it by just going to the store, gas station, church or anywhere else. Most guidelines are geared to inside functions not so much outside or even in the water. I hope the board will think about their decision and allow all divisions to be held at each Regional club’s water test? I believe this should be an individual decision for each member to make themselves!! We know you will make the best decision for our members!

Sincerely,

Mark Iken

WDC Member
NCA Board Members,

It has come to my attention that the entirety of my dissension letter concerning the WRDX test was not included in the meeting, or minutes of the last board meeting. I know it has no bearing in a vote that has already been cast. I just wanted it known where I stood on the issue.

Thank you,
Heidi Peterson
Working Dog Committee
NCA Board of Directors,

Thursday July 2nd the WDC had a special board meeting to discuss this season’s water tests. And to come up with a proposal to submit to the NCA board.

The first roll call vote was to cancel all levels of water tests for the season. That failed 7-5.

The second roll call vote was to cancel WRDX tests only. This was passed with a 7-5 vote.

My position is that each Regional Club should be allowed to hold all 3 levels of water test, if they can do so safely and within their local and state’s guidelines. Each Region is in a different part of the country with different state rules and regulations during these difficult times.

River King had submitted a safety plan in which they would utilize hand sanitizer, masks, face shields if necessary. They would use family members for the 3 person rescue, and the multiple victim rescue behind the boat. There would be no lunches served, no gift bags and no raffle.

OWNC also submitted a plan in which they would also use family members for these exercises.

I feel that the Regional clubs know more of what is going on in their community. And if they can safely hold a WRDX test, while following all stated and local guidelines, then allow them to do so.

We have all been encouraged to spend more time outside and get exercise and fresh air. If someone isn’t comfortable entering a water test at this time, then they don’t have to. It should not take away from those who do want to go out and work with their newf.

I hope that you will take this into consideration when you make your final decision.

Thank you,
Heidi Peterson
WDC member
I believe this should've been forwarded to you.

Steve

----- Forwarded Message -----  
From: Kathleen Mitchell <fairseasnewf@gmail.com> 
To: Mark Sunshine Rentals <mark@housewarerentals.com> 
Cc: "longship@gmavt.net" <longship@gmavt.net>; "stevebritton.ncaboard55@yahoo.com" <stevebritton.ncaboard55@yahoo.com> 
Sent: Monday, August 3, 2020, 12:46:40 PM EDT  
Subject: Re: Re: Very Disappointed in our board and working dog committee

Thank you, Mark, for caring and taking your time to respond. We can only hope that some of the in positions of authority will respond to this ground swell of negative feedback.

I sent my letter to the board and because I am so technologically inept I text a good friend to be sure it had sent properly and was received. She responded that she had in fact received it (and said it was well written, which was a nice compliment because she is a former teacher!) No response from anyone else.

On Mon, Aug 3, 2020 at 9:37 AM Mark Sunshine Rentals <mark@housewarerentals.com> wrote:

Hi John!

We have never met, and I am new to the NCA and Newfoundland's but been very active the last 3 years with our dog Teddy Bear and NCSC and NCSD with both draft, water, and other events (showing). Prior we had labs for 20 years but never involved in this type club or activity. Being an business owner, and having served on other boards of large for profit and non profits association, I wanted to share how disturbed I am with how NCA responded to my email, as well as others side comments and conversation that are making there way back to me.

People give feedback by take time to share there concerns. We should not shut them down and be total dismissive as done below, or worse do the mob mentality shut down by CC'ing the working group but not creating an opportunity to learn from members input (ie if you are going to cc them, which is what I wanted, include a copy of my original email.

My point in sharing this is that many many members are commenting on various Facebook groups right now in the negative about NCA working dog committee and board decision to cancel WDX, many of these posts are now being delete by some one, trying silence this issue and not discuss it, and create a conversation to learn from it. I think this is going have far reaching negative results. NCA is club. I get that everyone is volunteer and try there best I hope each and everyday. But you all have a fiduciary duty to represent the membership, NOT your own feelings. (If you feel I am wrong please forward the by laws and I sure they will show what I just said.) I do not have dog in WDX but I have watch this decision become a waterfall of cancellation. As I have also seen Covid document sent out of events that is way beyond what local and state requirements are. Decision in these time should be made at local level, and should reflect those of local members. How can someone on east coast decide what is best for west. Or someone PNW decide for members in San Diego where things are very open still for out door water based activity. How can people that do not even have dog at this level current make such decision as to what is safe or not when they are not involved.

No one member makes a club, but a club that is not representing its members, will have over time have large fall out of members and eventually go the way as many clubs have learned over the last 10 years. Is membership in NCA declining? I was told it is. is show attendance down? I was told that is as well? Are working dog activities having less member involved? I am told YES, and now I can personal tell you WHY as I have watch it happen, new people start,
some sour existing member scare them away, there is handful of very supportive super star members that have kept me going and tried to help me look past what I am experiencing and seeing. I hate politics and things are feeling very political within NCA

I hope you will discuss this issue in the executive committee (again assuming that you do closed executive committee meetings to discuss topics that are pivotal like this one).

If you want to talk with me directly, happy to do that. Something has to change with working dog committee as there many sad and unhappy campers with how things are running under what feels like a dictatorship.

I can honest move on, as I share this in new to me, I have other past times, but I would hope you all care enough to learn why you are losing members and what is happening.

Ps attached is my original letter for your reference

Thank you in advance for time and consideration of my thoughts.

Sincerely,

Mark Strumwasser,
Sunshine Rentals
(800) 908-RENT
(760) 410-1525 x301
(760)594-1452 Cell
(760) 410-1527 fax
mark.strumwasser Skype

Happy to talk with any member of the Executive Committee.

For ALL Service Requests please email orders@HousewareRentals.com

orders@HousewareRentals.com
www.HousewareRentals.com

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Follow us on Facebook

This email and its attachments are CONFIDENTIAL and the PROPERTY OF SUNSHINE RENTALS. No part of it may be reproduced or handled by anyone other than the intended recipient.

-------- Forwarded Message --------
Subject:Re: Very Disappointed in our board and working dog committee
Date:Fri, 31 Jul 2020 18:24:50 -0600
From:Sue Raney <sue.raney11@gmail.com>
To:Mark Sunshine Rentals <mark@housewarerentals.com>
CC:cindi kursner <ursa143@yahoo.com>, DEBORAH ROTHWELL <griffinspoint@msn.com>, Dwight and Chris Gorsuch <bearmindnewfs@gmail.com>, Edds, Benita <benita@timberknollnewfoundlands.com>, Heidi Peterson <heid965@aol.com>, Jackman, John <tsjjdj@comcast.net>, Mark Iken <ikenzoo@hotmail.com>, Pam Saunders <pssaunders1@gmail.com>, Patti Pigeon <pppigeon105@aol.com>, rodney and karrie cook <RNKCOOK@msn.com>, Susan Marino <chnewf14@gmail.com>, Zientera, Sue <suezien3@gmail.com>

Hello Mark,

Thank you for sharing your thoughts and concerns.
Best wishes,
Sue Raney
For the Working Dog Committee
Dear Sue,
Thank you for asking for my input on the perception some people have that the NCA Working Dog Committee has taken the “fun” out of water and draft training and tests. I participate in events on the west coast (Washington, Oregon, California and occasionally Colorado) so my view may very well not reflect a national perspective and obviously it is only my opinion. As I told you yesterday morning within the last year I have been told bluntly by a first time Newf owner training in both water and draft AND a mentor level water and draft test judge that the WDC has taken all the fun out of the sports of water and draft. These comments come from both ends of the spectrum. I will privately tell you who these two individuals are for credibility but I would not want you to use their names to the board because I have not specifically asked their permission.

I believe, and have believed for some time, that certain members of the working dog committee are capable of training at a very high level of competency and they intend to hold the rest of the fancy to that level. Whether this is because they believe all dogs and trainers are capable of these levels if compelled to do so or they feel their accomplishments become more valuable because others cannot attain them is a point for speculation only. The classic example would be the right and left turns in draft tests. No one in their right mind would ever ask a dog to make such sharp turns in a real life situation. Ask anyone who has ever draft trained with me - my dogs and I train HARD- my motto is train twice as hard as anything you think you’ll ever see in a test. (But always, of course, with kindness and a “Let’s try a new game!” mentality). But I would never ask a dog to make such sharp turns except that they are demanded by the WDC to earn a DD. I have personally witnessed interested newcomers lose interest in draft training when faced with the prospect of teaching their dogs to do those turns. I think the DD level should demonstrate that the dog is capable of participating competently in a parade, a Christmas tree pull or perhaps a children’s cart ride event. The DDX provides a venue for those who want to challenge themselves and their dogs. I think such unnecessarily complicated exercises have a direct correlation to the incredibly low pass rates at most NCA working events. It is not uncommon to see tests where there are no new titles earned, one new title is earned or possibly there is a requals or two. Training for these tests and the clubs’ sponsoring of these tests involves an incredible amount of effort and expense. The return on investment should be higher. People become discouraged and move on to other dog sports where they have a reasonable expectation of achieving some degree of success and recognition. I often note that in the groups I train with (NCSD, NCSC, NCNC, and PNRC) most of the folks that stick with water or draft training are those aiming for a VN. Food for thought -

In my opinion regular folks with a reasonable effort should be able to pass the standard level tests. I feel another problem area is the “gotcha” mentality of some judges and the actual bragging about that attitude by those judges. Finding, and it seems in some cases actively LOOKING, for ways you can fail people is not conducive to a positive test atmosphere. You know Erin Zimmer. You know the quality of her training, her preparation for events, her knowledge of the rules and her dedication to the working events. At a DDX test she was failed on an obtuse technical interpretation of a rule not even involving a core element of the exercise. The experience was so devastating she told me she had to force herself to return to test the next day. I was not at the test because I was out of town. But the entire NCSC group has shaken by the experience. That evening I received multiple text messages of dismay from people that witnessed it. Erin was still bothered by it months later. Erin selflessly helps everyone. Erin is the gold standard by which people in our group measure themselves. To see her treated this way truly upset people. The tone of an organization is set by the governing body. The WDC’s demanding attitude and obsession with strict adherence to details allows judges to assume the same autocratic and unpleasant attitude. Please do not use Erin’s name. I am trying to give you concrete examples rather than just ranting.
Another area I have deep concerns about is the complexity of the regulations regarding the putting on these tests. I have had two tests secretaries confide in me recently that the demanding nature of the regulations and the overbearing, punitive attitude of the WDC in assuring that every detail of those extensive regulations is adhered to makes them reluctant to volunteer to act as secretary. An example of this, and one mentioned by both the secretaries that confided in me (again, Sue, I will tell you the names confidentially if you feel you need that for credentialing) is the regulations on dogs in cars at working events. Give me a break! I live in hot Southern California and deal with this most days of the year. People are competent. Give them credit. Yes, a truly horrific and devastating event occurred at a working event. Lovely people, absolutely devoted to their dogs, made a mistake. By all means let’s reopen that painful memory at every working event and pillory this poor couple over and over again. Newfoundland owners, especially those involved at this level, are well aware of the dangers of leaving a dog in a car. The incredible amount of effort involved in making certain that all the minutia involved in complying with the dogs in cars regulations adds to the burden of already overworked test secretaries. One of the afore mentioned secretaries told me she simply doesn’t even bother with those regulations anymore. “What are they gonna do?!?” she said. The other said it would be a major factor in her probably declining to act as a secretary in the future. An additional factor for her was the authoritative attitude of the people on the WDC. Test secretaries are volunteers, they are not unpaid employees of the WDC! There is just a general nastiness that many sense in dealing with the WDC.

A third area of concern would be the requirements for judges. Again these people are volunteers, not unpaid employees of the WDC. They should be treated with respect. As you know I own my own business. I would NEVER speak to one of my employees the way I have been spoken to by members of the WDC. Many judges, some new and some “old timers”, were forced out of judging by The Tests. (Please note that this is not “sour grapes” on my part. I took both the water and the draft tests and received 100% on each one but that was only after spending an inordinate amount of time on the tests and challenging a number of the poorly written and/or ambiguous questions.) Working tests judges are not performing heart surgery. People were humiliated and embarrassed because they failed tests requiring a 96% to pass. And some of these “failed” judges were judges that I have a deep respect for and often consulted when I had a question on an interpretation of a rule. I feel this is an example of the “gotcha" attitude of the WDC. Additionally the increasingly complex and demanding requirements for individuals wanting to become judges has discouraged many people. One judge that had recently completed the requirements to become a draft judge told me she had no intention of going through all that again for water - “No way!” she said. Is this the way to encourage people to become or stay involved in an activity? Is this degree of complexity necessary? Is it necessary to be so judgmental and condescending to people that show an interest in becoming involved on a higher level in a sport? This effects not only the judges but also the exhibitors who hear about these demoralizing experiences that judges and potential judges experience. And then there is always the question: Does the WDC make it so difficult to become a judge because then the status of the judges on the WDC becomes more valuable?

I used to look forward to my involvement with the WDC. I eagerly anticipated the Working Dog Forum at the nationals as one of the highlights of attending a national. Now I no longer attend the forums and I tolerate the overbearing WDC only because I enjoy training my Newfs in these most traditional areas of their heritage. But I limit my involvement with the WDC to the bare minimum required. Newfoundland working events should be the ultimate training joy for us as we work to bring out those incredible instincts bred into our dogs through countless generations. A positive and supportive attitude on the part of the WDC, in contrast to its current authoritative attitude and needlessly complex agenda, would go a long way in making Newfoundland working events the fun and much anticipated events they used to be.

As I have told many people, the WDC is killing my sport. Kathy
Hi John!

We have never met, and I am new to the NCA and Newfoundland's but been very active the last 3 years with our dog Teddy Bear and NCSC and NCSD with both draft, water, and other events (showing). Prior we had labs for 20 years but never involved in this type club or activity. Being an business owner, and having served on other boards of large for profit and non profits association, I wanted to share how disturbed I am with how NCA responded to my email, as well as others side comments and conversation that are making there way back to me.

People give feedback by take time to share there concerns. We should not shut them down and be total dismissive as done below, or worse do the mob mentality shut down by CC'ing the working group but not creating an opportunity to learn from members input (ie if you are going to cc them, which is what I wanted, include a copy of my original email.

My point in sharing this is that many many members are commenting on various Facebook groups right now in the negative about NCA working dog committee and board decision to cancel WDX, many of these posts are now being delete by someone, trying silence this issue and not discuss it, and create a conversation to learn from it. I think this is going have far reaching negative results. NCA is club. I get that everyone is volunteer and try there best I hope each and everyday. But you all have a fiduciary duty to represent the membership, NOT your own feelings. (If you feel I am wrong please forward the by laws and I sure they will show what I just said.) I do not have dog in WDX but I have watch this decision become a waterfall of cancellation. As I have also seen Covid document sent out of events that is way beyond what local and state requirements are. Decision in these time should be made at local level, and should reflect those of local members. How can someone on east coast decide what is best for west. Or someone PNW decide for members in San Diego where things are very open still for out door water based activity. How can people that do not even have dog at this level current make such decision as to what is safe or not when they are not involved.

No one member makes a club, but a club that is not representing its members, will have over time have large fall out of members and eventually go the way as many clubs have learned over the last 10 years. Is membership in NCA declining? I was told it is. is show attendance down? I was told that is as well? Are working dog activities having less member involved? I am told YES, and now I can personal tell you WHY as I have watch it happen, new people start, some sour existing member scare them away, there is handful of very supportive super star members that have kept me going and tried to help me look past what I am experiencing and seeing. I hate politics and things are feeling very political within NCA

I hope you will discuss this issue in the executive committee (again assuming that you do closed executive committee meetings to discuss topics that are pivotal like this one).

If you want to talk with me directly, happy to do that. Something has to change with working dog committee as there many sad and unhappy campers with how things are running under what feels like a dictatorship.
I can honestly move on, as I share this new to me, I have other past times, but I would hope you all care enough to learn why you are losing members and what is happening.

Ps attached is my original letter for your reference

Thank you in advance for time and consideration of my thoughts.

Sincerely,

Mark Strumwasser,
Sunshine Rentals
(800) 908-RENT
(760) 410-1525 x301
(760) 594-1452 Cell
(760) 410-1527 fax
mark.strumwasser Skype

For ALL Service Requests please email orders@HousewareRentals.com

orders@HousewareRentals.com
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-------- Forwarded Message --------

Subject: Re: Very Disappointed in our board and working dog committee

Date: Fri, 31 Jul 2020 18:24:50 -0600

From: Sue Raney <sue.raney11@gmail.com>

To: Mark Sunshine Rentals <mark@housewarerentals.com>

CC: cindi kursner <ursa143@yahoocom>, DEBORAH ROTHWELL <griffinspoint@msn.com>, Dwight and Chris Gorsuch <bearnmindnewfs@gmail.com>, Edds, Benita <benita@timberknollnewfoundlands.com>, Heidi Peterson <heidi965@aol.com>, Jackman, John <tsjdl@comcast.net>, Mark Iken <ikenzoo@hotmail.com>, Pam Saunders <pssaunders1@gmail.com>, Patti Pigeon <ppigeon105@aol.com>, rodney and karrie cook <RNKCOOK@msn.com>, Susan Marino <chnewfl4@gmail.com>, Zientera, Sue <suezien3@gmail.com>

Hello Mark,

Thank you for sharing your thoughts and concerns.

Best wishes,
Sue Raney
For the Working Dog Committee
Dear NCA Board and Working Dog Committee:

We are newer members to NCA, and also belong to NCSC and NCSD. Our newfi is 3 years old and we had labs for prior 20 years. We first join for the water work and with the help and encourage of key amazing members with extraordinary dogs we also went into draft work. We voluntary and participate in all the working events we can at this point.

I am frankly shocked, disappointed and discouraged by your actions. These clubs and events are supposed to be fun and stress relief for the members (or at least that is my take on why I do this). The last few years we have be involved I have tried to understand your actions and goals but for the most part have stayed quiet. I will not any longer be the silent majority. I am tired of seeing what I am seeing. I know I speak for a lot of the new members I have meet, and if you trying to understand why your membership is decline (I was told it is) and think your actions are the reason.

To universally cancel WDX makes NO SENSE. These are our role models. These are the Super power dogs. The poster children of the clubs. These are people that work so hard to help very one else. The reason sited to me seem like this decision is being made to punish these people. It is not your job to ensure health during these events (safety is different). You are overstepping what you can and cannot control. If you want to suggest thing to local clubs, that is fine, let the local clubs decide what is best for their local membership, is that not purpose of the nation vs local club model?

These event are voluntary. If members are afraid simply do not come. Covid 19 is new, everything being suggest are best guess. There is no true answer to anything that is being suggested. Social distancing may help, but not proven, masks were first bad and now suggested, and so on. I feel you all are taking a political action instead of managing the growth and protecting the instincts and health of the bread which I believe the mission of NCA. There is no proven science yet as to what actually is working or not working. Science requires a control and then the experiment, this is just one big experiment with no control to prove anything being suggest is working or helping.

I was raised and always operate with a model aiming at success, failure and quitting are not options and that is how dog training and rescuing dogs works as well. Should we all just quiet on our dogs? Should stop training because you feel it is unsafe. This is a personal choice you should NOT be pushing your person choices, fears and politics on your members (or in my case you find you will have less members!)

Sadly, I do not agree with some the working dog committee member that I have meet and train with and it is disappointing that their person views are being used here when they do not even have skin in the game. Their action seem downright mean spirited, sad and unfair.

If you want to cancel all events fine. But why? Afraid of being sued? That is why there are waivers and insurance. Cannot get enough stewards, this is easy fix with just asking for those to help that are not living in fear. You could allow video submissions. Being outside and in the water has had NO CONTECTION to Covid 19 spread and NOT one Government agency has suggest to stop being outside or in water at this point other then in to support social distancing. In fact, salt water apparently kills Covid 19 I have read. Stanford just just did a study actually shows masks cannot stop the Covid 19 virus as it so
small it gets through them. Which again leads to all these “protections” that are just guesses and not facts at this time.

In closing, I think you all need to rethink your decisions and remember that your role is that of representatives of membership and not to drive decision from the top down that have no basis and logic with what the membership wants. Without members you do not have a club. Members that are fearful, no worries they should stay home, mask and glove up and not leave their homes until they feel it is safe to do so (I bet they all go to Costco and Wal-Mart which is by far more unsafe). The others should be allowed to do what want while following common sense practices to be as safe as we can. America is free country, stop trying to take away freedoms or maybe if you continue down this road, rename NCA to Newfoundland Control Association as it will be more representative of what you all truare doing.
July 25, 2020

To the Newfoundland Club of America Board and Working Dog Committee,

I have been contemplating bringing some of my concerns to the WDC and the Board for some time, and the recent decision to cancel WRDX tests across the country just gave me the final reason to do so. While my intent in writing to you today is not to get the decision changed, I feel that the way in which it was done sets a dangerous precedent that needs to be addressed. I also feel strongly that future of our Newfoundland working events is not heading in a positive direction. Newfoundland working events are what made me fall deeper in love with our wonderful breed and it would be unthinkable to lose that part of our heritage.

Anyone who knows me would describe me as passionate about my Newfoundlands, and about working events in particular. Just to give anyone who doesn’t know me some background, I got my first Newfoundland 18 years ago, and since then I have earned 2 Working Achievement awards, 3 Versatile Newfoundland awards, 6 WRDs, 1 WRDX, 4 DDs, 2 TDDs, 3 DDXs, and 2 TDDXs in the last 13 years of exhibiting. My first competition Newfoundland was most notably a WRD 16 and WRDX 9 and my current competition Newfoundland completed the requirements for her VN at 2 and earned all four draft titles, (DD, TDD, DDX, TDDX), in a single year (2018). I am also active in multiple obedience clubs and have earned several titles and awards in Obedience, Rally, Trick Dog, Stunt Dog, and Conformation, and am a current Newfoundland water and draft test judge. I very rarely list all of these accomplishments and am doing so here to show that I am not voicing these concerns as an unsuccessful or scorned exhibitor in any way. I have been and continue to be very successful at a high level of performance with my dogs.

In the last several years, it seems as if there has been a trend in working events to over analyze and edit the regulations so much that it leaves judges no discretion and exhibitors confused about what the current rules even are. I feel like I’m reprinting the regulations for at least one division every season. These are Newfoundlands working in natural environments, it is just not possible to account for every possible situation and seems to result in exactly what we ask exhibitors not to do - come up with “what if” questions. On one hand, we aspire for our dogs to be independent thinkers who showcase both “natural ability and advanced training”, but many of the rules are so arbitrary that they punish the independent thinker who figures out a more efficient way to safely complete the exercise, even while completing all the principal parts. It doesn’t seem to matter any more if the dog completed the exercise as it was intended, we’ve got to go the regs and read them again and again to make sure they didn’t violate something. The regulations have gotten so specific, that it is easy for even the most seasoned exhibitor to misinterpret or forget something minor and fail on a technicality that has little to nothing to do with the original intent of the exercise.

Test sites across the country vary greatly and time limits or overly specific regulations that may be completely appropriate in some circumstances, are overly harsh in others. Jumping off a boat in a calm pond is a completely different animal from the same exercise in a large open water lake where wind and weather may have kicked up causing the boat to rock all over the place. The three minutes for underwater retrieve may feel like an eternity in some sites that remain crystal clear, while at other sites articles are routinely lost, sometimes never to be found.
Unfortunately, overly specific rules remove the ability for reasonable judges to use their discretion.

For those exhibitors who really try to cheat the rules, most likely they or their dog will do something in the course of the test that will be readily apparent. If not, there is something to be said for personal accountability and pride in one's accomplishments, but we can't continue to punish the majority just to try to eliminate all possibility of those who may attempt to bend the rules. I've also heard it said that the reason the rules are so detailed is to protect judges from this, but at this point, they are often so complicated as to have just the opposite of the intended affect. Everyone is so afraid of getting a negative evaluation or making an honest mistake that it has taken much of the fun out of judging.

The element that makes me the most proud of my accomplishments with my dogs is that they execute their work with joy and enthusiasm. I've been judged with multiple dogs by many members of the WDC, so they should be able to attest to this. My reason for participating in water and draft work is because it is something I truly enjoy doing with my dogs and strengthens the bond I have with them like nothing else can. I can't help but wonder if some of the reason for the lack of joy seen in so many handler and dog teams is how serious everything has become. I know I've been rather shocked with the complete lack of affect some judges will stand there with, even when the dog is working absolutely beautifully, so how can we not expect the same from the dog? I am having a more and more difficult time drumming up enthusiasm in new exhibitors when faced with all these battles as well, so what will be the future of our sport if this continues?

I don't need, nor am I expecting, an “answer” to the concerns I’ve brought up, but I tend to remain silent or overly superficial on event evaluations. I've always adopted the “train, don't complain” or “another day, another dog show” mantras when it comes to my personal grievances, but the evaluation procedure also leaves something to be desired. It is very intimidating to write an honest evaluation about someone or something you may have a disagreement with, when the evaluation goes to such a small group of people, and possibly even the individual you disagreed with. This is especially true as a young judge who needs positive evaluations from the very same group in order to move up in their own judging status.

With the most recent decision from the WDC to cancel all WRDX tests, it just feels like we are continuing in the direction of overreach from the WDC without much explanation or transparency to the membership. Everyone has an opinion about the pandemic, shaped by a multitude of factors, and it seems like the same data can get spun completely different ways depending on which news outlet you are listening to. It is very scary to me personally, as I have both very young and older loved ones in my life who are higher risk. Of the people I know, I am on the more cautious end of the spectrum when it comes to personal exposure to others at this time, and I haven’t heard anyone who’s heart doesn’t go out to those who have experienced personal loss from COVID-19. That being said, I just don’t understand what the reasoning was that makes a WRDX test so much more dangerous than a regular water test, or even what makes a water test in general more dangerous than many risks we all take everyday.

But how can I understand, as the WDC didn’t explain any of their reasoning; instead just coming down with first the very prejudicial email followed by the blanket decision shortly after. Unlike many organizations and businesses are doing, there was no attempt made to survey the membership to find out their thoughts and feelings. I've heard this was because a decision needed to be made right away, which makes no sense as most water tests happen in the middle of September, a full two months away. Even if they weren’t going to take our feelings into consideration, perhaps it would have made the membership feel a little more involved. At least the way it seems, is that everything is done under such a cloud of secrecy with the WDC. My own Club representatives in the WDC had to look into where I could find the information on
what is being discussed and votes. Isn’t the WDC supposed to be working on behalf of the membership and those who participate in working events? Why should any of that information be a secret?

The first email from the WDC with guidelines for holding tests had its intended effect and scared many Clubs off from hosting tests, WRDX tests in particular. If the purpose had been to ensure Clubs were following CDC guidelines for their particular locations, a statement to that would’ve been sufficient. It would’ve also been self limiting, as most Clubs are held to the regulations of their public sites and the WDC really didn’t need to get involved there. We know however that it was the opinion of at least the WDC Chairperson that Water Tests should not take place because a letter of her opinions was sent out attached to the official statement of the WDC. Just because her letter had a small disclaimer that it was her opinion, simply the act of attaching and forwarding it with the official statement, gave it much more weight than it should’ve had, and I feel that was wrong.

Also, the way in which the information was disseminated across the Newfoundland community lacked compassion. Why was it emailed out in a tiered system rather than just to the entire community as a whole? I was greatly effected by it as both a judge and WRDX exhibitor, but others knew about the decision days ahead of me who it didn’t effect at all. The Newfoundland community, especially the working community, is relatively small, so word of something like this travels fast. It was hurtful to have to process the information in front of others who assumed I would’ve known before them.

Safety at all costs is not without cost itself. I believe (my opinion here) that the little bit of WRDX water work I was doing this summer was very low risk compared to a trip to the grocery store. Those I have been training with have been reasonable and cautious. We were trying to find ways to work social distancing solutions and mask wearing into our training practices. There were discussions of having stewards from the same household, steward the couple of exercises where they would be in close proximity for a short time. I was practicing loading the boat without stewards and handling my own equipment, as well as figuring out if I put my mask under my hat when I had to swim in or get wet, that when I got to shore I could easily put it back on dry again. Training groups have been kept very small and we were touching legs or the boat instead of hands.

Businesses that usually do business indoors have been forced to move business outdoors because right there, the risk is lowered drastically. So, just by the nature of our outdoor activity, the risk is lower. All of the training and testing sites I’ve been to have more than enough space to spread out and maintain social distance. I come into much closer proximity with people going for a walk in my neighborhood or when I go out for a hike, than I do at the few water practices I was able to attend this season.

For the people and Clubs who wanted to take it on, it was possible, but the WDC removed that option for us. Have we all forgotten that participation is also voluntary? If you’re high risk or not comfortable, you don’t have to participate. I’ve walked away from things I wanted to do during this pandemic when I didn’t feel people were taking proper and reasonable precautions. If there ever was a time for one to opt out without reproach, now is the time. We all have to do risk vs. benefit calculations in our daily lives. There is a very real possibility that someone could get in an automobile accident on their way to a working event, so should we cancel all events from here on out?

I would be curious to know how many members of the WDC who voted to cancel all the WRDX tests were currently training a dog and considering exhibiting at that level? For those who may not feel that is relevant, the WDC asks a very similar question on their evaluations. (Was your dog a successful qualifier at this test?) Many of the dogs in WRDX are older, as it takes so long
to get your dog to that level, and they very well may not have another season in them. There are also not that many opportunities to test at the WRDX level, and most dogs take a couple of seasons or more to achieve the title. While the pandemic has touched the lives of many, diseases of despair are very real and have touched the lives of many as well. Personally, this little goal of working toward my WRDX with my dog was giving me something to focus on, and I’m sure I wasn’t the only one.

Respectfully,
Lifetime Commitment

The concerns were brought up on the BL yahoo group when we asked all BL Breeders to go into the Members Portal and review and update their BL information and to check that they agree to the waivers.

The initial concern was what did the ‘3-complaints and you are permanently removed’ clause mean how was it decided etc. Later a couple of people wanted to know exactly what the clause about Lifetime commitment meant.

I had attempted to explain what my understanding of what those clauses meant and how arbitration works. But I also indicated that I could not speak for the Board and that I would bring the Lifetime Commitment issue to the Board for clarification.

These concerns were also brought up in the BEC meeting on Augu6th. And we discussed how to clarify the Lift Time Commitment clause and the 3 and off wording. BEC has a suggestion on a definition of what Life Time Commitment means.

Here is what we came up with - please note this is a suggestion and the wording may be slightly different when finalized:

What Lifetime Commitment means:

Breeder will provide ongoing educational support for the welfare of the Newfoundland dog to the owner for the lifetime of the animal(s).

Breeder will take the Newfoundland back, in the event the owner can no longer care for it or assist with and approve placement. (Note- This would include if the Newf ends up in Rescue)

Background that I provided to the BL group:

So here is some background. And again, it is not a definitive answer but again to help clarify.

I am one of the many on BEC, Arbitration, the Breeders List Committee and current and past Board members who were involved in discussions about the issue of increasing number of valid complaints coming to the NCA Arbitration Committee and ultimately to the Board. These discussions had been going on for over 2 years.

And at least a year to 18 months ago, BEC asked the breeders on the Breeders List about their thoughts and ideas on how to solve the issue. That is where the idea of 3 valid complaints and you are off the list came from, it was not something Arbitration, BEC, BL or the Board thought up.

As far as the Lifetime Commitment that has been in the NCA Ethics Guidelines for many years. I believe for as long as I have been a member, which is about 30 years. That is not something that was just added nor changed.

And the fact is that every NCA member agrees to the Constitution, Bylaws and Ethics when they join and every year when they renew their membership.
So whenever you have renewed your membership you have already agreed to the Lifetime Commitment clause in the NCA Ethics. It applies to any NCA member who breeds, not just the BL Breeders.

 Agreeing to that was not a specific BL requirement but is emphasized when you apply for or renew being on BL because of the fact that it impacts you because you are an NCA member who breeds.

The only changes to the BL agreement is the 3 and Off and the waiver were you agree that being on the List is not a right of membership and removal for the list does not fall under the requirement of having someone file a formal grievance per the Bylaws. Being removed from the BL is the same as someone being removed for cause from a committee, the WDC judges list, or any other list that has specific requirements to be included on it. It was added to be sure that you understood that when you signed the agreement  So that is also not a change - it was added as a clarification. BL Breeders have always been subject to removal from the List for cause.
## Server Maintenance Backend

- email accounts/email forwarders

## National Specialty Online Store

- Deploy and Maintain 2020 Ordering and Registration Process
- Develop and Deploy 2021 Store

## App Development

- National Specialty App
- Membership Directory App
- Dog Database App
- Puppy Buyer Resource App

## Membership Portal Backend

- Upgrades for 2020 Renewal Cycle
- build rules and data pulls for dynamic personnel displays
### Database Updates Backend

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### Website Maintenance

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