

Pharaoh Hound Club of America Annual Membership Meeting

Held Via Zoom Videoconference and Teleconference

Thursday, July 30, 2020

5 pm Pacific, 8 pm Eastern

- Roll Call of Board members

Board Members Present

Robert Newman
Theresa Harper
Meredith Wille
Stephen Sipperly
Mary Severino
Linda Witt
Rebecca Stephens
Luciane Terra
Andrea Schokker

Members present (recorded by Andrea Schokker from chat roll call):

Darci Kunard
Lynne Tatarowicz
Martin Del Prince
Lisa Summers
Rachel Lachow
Cynthia Guinn
Sheila Hoffman
Andre Magni
Bonnie Folz
Margie Luck
Ooneen McGettigan
Ruth Wieties
Diane Conyers
Cathi Sadocha
Laura Hughes
Jayme Jones
Janet Christman
Kathleen Deiley
Hannah Pemberton
Emily Kerridge

Debby King
Sarah Kerridge
Kendra Williams
Michelle Carrillo
Alvaro Pisoni
Julie Gwin
Meredith Wille
Tabitha Perry
Shawna Swanson
Marie Henke
Tom Severino
Alex Wood
Dominic Carota
Jennifer London
Libby Leone
Alane Lachowicz
Darleen Paul Dimor
Greg Witt

- Minutes of last Meeting (07/16/20)

The minutes of the last board meeting are approved and have been uploaded to the website.

- Recording secretary report (Theresa)

All BOD meeting minutes are up on the website – we are making sure these get approved and uploaded as quickly as possible and well before the next scheduled board meeting. They will also start being added to the Scribe with the next Scribe coming out.

Note that we realized today that June is giving a dead page error and we have had that fixed. It is working now.

A reminder that all club correspondence goes to me via email or physical mail because these are the methods that are available to everyone

- Corresponding secretary report (Stephen)

With so little going on at AKC right now, there is nothing new to report

- Treasurer report (Mary)
The Treasurer's reports are regularly available to the membership in Board meeting minutes posted on the webpage as well as in the Scribe. Because that information is available to all members, I will only briefly review where we stand on our account balances as of this date.

Account Balances: 07/30/20

Business Checking:	\$ 9,372.84
Business Market Rate Savings:	\$14,412.61
Pam Haig Mem. Rescue Fund:	<u>\$25,711.42</u>

Total Accounts Balance: \$49,421.87

In my remaining allocated time, I would like to review improvements we have made over the last 3 years. In 2017, we were a club that had not joined the digital age. We had an out-of-date bookkeeping system and we worked primarily with checks, cash, and the postal service. We now have online subscription-based QuickBooks that is regularly updated and is integrated with our invoicing and billing procedures. Importantly, our records will remain intact when the Treasurer's position to another individual. In 2017, processing annual dues was time-consuming and expensive endeavor, with all invoicing done through the postal service. Reminders doubled the time, expense, and effort. Now, our process is digital with invoicing, reminders, and payments processed electronically. We have a club debit card that allows us to quickly pay vendors as needed and accurately record payments through our bank.

We have an established account with Square Inc allowing us to broaden payment options for our events. In 2017, we had worked with an online store through FaceBook for events, but there were limitations and difficulties with sales tracking and no consistency from year to year. Last year, I linked our Square account with their online store division Weebly. Our store, at www.PharaohhoundclubofAmerica.com, offers consistency in image and flexibility in offerings, including the ability to offer specific sponsorships for our events, general fund and rescues funds as well as merchandise sales if we wish. Payments run directly into the PHCA bank account, with tracking through Square as well as through the bank. We no longer fully rely on checks changing hands, mail time frames and difficulties in tracking. I look forward to the online store's development as we move forward.

With all of those improvements, our financial records are able to be tracked through Wells Fargo, QuickBooks, PayPal and Square. We have valuable data that has allowed me to assemble meaningful budgeting data based upon our event expenditures. I have compiled this information into working documents that can be utilized by our event teams in their planning and management of PHCA Specialties.

In conclusion, with much time and effort on my part as well as others on the Board, the club has made great progress over the past 3 years.

- AKC Delegate Report (Dominic Carota)

Status of Events: An additional 35 All Breed Shows cancelled this past week; much higher than the recent cancellation rate. Sept and Oct were particularly hit hard. Oct shows are now over 50% cancelled.

In total across all sport, 12,779 events have been cancelled; 56% of the total number of events in 2019. Conformation, obedience and rally account for the majority of the cancellations. Two Clusters have cancelled for January 2021.

Outlook by sport: The differing trends between sports continues to widen. Applications for Fast CAT events are pouring in, with the third quarter now at 106% compared to third quarter last year. Sports operating at 80+% are hunting tests, herding, scent work, agility, and field trials. This is a dramatic difference compared to conformation and obedience, which are operating at less than 30%.

Board Appointed Committees: The Judges' Approval Process (JAP) Committee The Committee will be charged with examining the existing judges' approval process. As questions and recommendations arise, the committee will consider changes (or not) and present their thinking to the Board for consideration. The committee will consist of Tim Thomas, VP of Judging Operations (Chair), Red Tatro, AKC Board of Directors, Robert Ennis, Director of Education, American Dog Show Judges and Sam McDonald, President, Dog Judges Association of America.

The AKC Sample Constitution & Bylaws Committee: The Committee will be charged with examining the current by-law template document, and to "generate a product which is more suitable and flexible for handling situations faced by our club's and fancier's in today's times." The Committee also will examine the process and timelines for making changes to a club's existing constitution and bylaws as well as how quickly issues get resolved along the way. The committee will consist of: Lisa Cecin, AKC Director of Club Relations (Chair), Rita Biddle, AKC Board of Directors, Carl Holder, the Delegate from Beaumont Kennel Club, Gretchen Bernardi, the Delegate from Mississippi Valley Kennel Club and Heather McManus, AKC VP & Deputy General Counsel.

The AKC Chair (Dr. Thomas Davies) and Vice Chair (Mr. Dominic Palleschi Carota) will also sit on each committee as ex officio members.

Covid-19: Participating in Dog Sports: The American Kennel Club continues to encourage each of its 5,000 clubs to adhere to federal, state and local

restrictions pertaining to minimizing the spread of COVID-19. As states gradually begin to reopen, we strongly urge clubs to follow every regulation for large gatherings. We support each club's informed decision to reschedule, postpone or cancel their respective events, as well as support clubs ready to hold events in municipalities that are open and permit gatherings. In an ongoing effort to assist event chairs and organizers, the Sports and Events Department has been working on suggested guidelines for best health practices to be used when the resumption of our sports is possible, as well as assisting events with date checks, Judges assignments, conflicts, etc. The guidelines are now available on line at www.akc.org For accurate and timely information, please visit:

- <https://www.who.int/emergencies/diseases/novel-coronavirus-2019/advice-for-public>
- <https://www.cdc.gov/coronavirus/2019-ncov/index.html>

COVID-19 Suggested Best Practices by Sport: The Sports and Events Department has developed "Suggested Best Practices for the Well-Being of Dog Sport Participants" for the sports that AKC sanctions/recognizes. Links to each document are available below.

Conformation	Fast CAT and CAT	Beagles – Dachshunds – Basset Hounds	Farm Dog Certified
Agility	Retriever Field Trials	Spaniel Field Trials	Earthdog
Obedience & Rally	Retriever Hunting Tests	Spaniel Hunting Tests	Tracking
Canine Good Citizen (CGC)	Pointing Breed Field Trials	Herding	Scent Work
Temperament Test	Pointing Breed Hunting Tests	Lure Coursing	

Committee reports

- Rescue (Robert Newman)

Rescues (really happy to say this) have slowed down significantly after a tough year last year (7-8). Currently (within 2 weeks) we have become aware of a 9 yo rescue that needs to be placed. The owner has a lot of anxiety about this (guilt) and has held out so far.

PHCA has worked in conjunction with The PBGV Club of America and The Bassett Hound Club of America with the Iowa State Dept of Agriculture and Land Management and the State Veterinarian in efforts to shut down an operation known as Elite Kennels who were advertising the sale of PBGVs, Bassett Hounds and Pharaoh Hounds.

The people running the kennel were arrested on July 20, 2020 and face felony charges. Their names are Michael Johnson and Juan Johnson.

We have notified them that if there are any Pharaoh Hounds that need placement the PHCA would assist in that process.

Credit to the PHCA breeders is due as these two were not able to get the PH part off the ground – most likely due to not being able to get PHs.

- Health (Stephen Sipperly)

The year thus far has been slow for responses on health survey. Please make sure you do this survey.

- Education (Sheila Hoffman)

Welcome to the two new parent club approved mentors.

Linda Tetreault (AL)

Emily Kerridge (WA)

The mentor requirements and mentor agreement have been updated and approved by the board. They are posted on the PHCA website.

NC Triangle Area Judges Education Group was planning to offer Sight Hound and Multi-Sense Hounds seminars and workshops over the 5 days of the Tar Heel Cluster at the NC State Fairgrounds in Raleigh, NC on September 3-7, 2020. However, the circuit has been cancelled.

I presented the PHCA judge's education pharaoh hound April 22 for the AKC webinar series. I found out afterwards that 301 people were online for it. Glad I did not know that ahead of time as I have nervous enough never having done anything like this online. Must say I am more comfortable talking to people with interaction than to my computer screen. But what a great opportunity to get information about our breed standard available to so many people. AKC recorded it, has placed the webinar on their website and it will remain available to be viewed until the parent club request it be removed.

Webinar attendees April 22: 301

Post webinar thru June: 65

The link for the webinar was published in the last newsletter.

With the success of distance learning, AKC has added Virtual Tutoring as a form of earning judge's education credit. The virtual tutoring replaced the old phone tutoring (which was worth 1 CEU).

- Virtual Tutoring – One-on-one tutoring session with a parent club approved mentor or recognized expert in the breed utilizing Skype, Zoom, Facetime or similar medium. Experience may include a review and discussion of parent club education materials and/or live dogs. Experience must be at least one-hour in length. – 1 CEU.
- For Low Entry Breeds ONLY (that's us!)– an additional Virtual Tutoring with unique mentor may be accepted if the department determines that insufficient educational opportunities are available in the breed. (Total 2 CEU)
- This seems to be growing in popularity as things are still shut down. Mentors have conducted 5 sessions so far.

The American Dog Show Judge's Group is hosting all the sighthound breed for their Advance Judge's Institute planned for the Louisville KY circuit March, 2021. I have committed to present for the Pharaoh Hound. The Pharaoh Hound seminar and hands on is scheduled for Saturday afternoon, March 20, 2021 to be followed by the Ibizan/Pharaoh comparison. Eric Liebes and I will jointly present the comparison.

AKC Pharaoh Hound Canine College course – perhaps additional pictures for this at the next national.

- Awards (Sheila Hoffman)

Several clubs (Whippet, Borzoi, Ibizan are ones that I know of) are doing their top awards even though National events are cancelled due to the pandemic. Since it would be a shame for our member's 2019 rank dogs not to be recognized by the club due to the pandemic, the PHCA board agrees we will still distribute ours.

As far as club awards go, those are retroactive, so we can incorporate celebrating those accomplishments into next year.

- Unfinished Business

- Upcoming specialties
 - New Committee – Specialty Liaison/Coordinator -Meredith
 - Western 2021
 - National 2021
 - Eastern 2021

Created a new committee for the board with a new position – specialty coordinator and liaison. This is being headed up by Meredith Wille (jagr@comcast.net).

Targeted person to answer questions – how do you put in a bid, how do you organize, etc. Contact person once a specialty was awarded to a bid.

Put together organized packets of information – specialty guidelines, financial guidelines, how to put together a bid, etc to help people who haven't put on a specialty before. These documents are up on the website.

2021 specialties proposals due by August 15.

- Judge's Mentoring requirements (includes Mentoring Agreement)

Committee of Robert, Sheila Hoffman, Dominic Carota, Mary Severino, Theresa Harper and Linda Witt reviewed and revised both the mentoring requirements and the mentoring agreement. This had not been updated in a very long time. We picked up two new mentors (Linda Tetreault and Emily Kerridge)

The revisions have been approved by the BOD and have now been uploaded to the PHCA web site.

- Approved Breeder's List

We recently updated the Approved Breeder's list and moved it to the website in a public area. We removed addresses from the list for security reasons and simply listed the breeder's state of residence. Under the Code of Ethics anyone wanting to be on or remain on the approved breeders list must provide permanent ID information to the recording secretary. Unfortunately, we are without old data and, because that is not the fault of the membership, we are only asking that breeder's that have had a litter within the last 12 months provide back information. There will be a 60 day grace period from tonight to provide that information to me before the list will be updated to include only those people that have either provided that information or have not had a litter in that 12 month period of time to the best of our knowledge.

The list will be periodically updated to be current and all breeders should provide litter information within 60 days of the litter birth. This ensures the list remains up to date and relevant.

I am willing to store any information that is provided to me even if it pre-dates that 12 month period. Any number of columns of data can be provided. This list would be used in the case that a PH was found in a shelter – would give us a way to notify the breeder.

Foreign breeders who are PHCA members and export dogs to the US should provide the same to be on the list.

- Trading cards for Meet the Breeds/AKC events & survey results

Our info to share with the public at Meet the Breeds was very out of date. Popular now are little trading cards and we have run out of the AKC provided ones at recent Meet the Breeds events.

Kept information brief with club website on front and back. These were shown via screenshot to the club members.

The results of the Survey Monkey Results were shared briefly verbally and via screenshot and will be posted on the PHCA Facebook Page and the PHCA web site. Provide to any committee that wants to put together a proposal

- New Membership Applications – Revisions/Process

We have experienced a surge in membership interest this year. New members approved in the 1st Quarter include Hannah Pemberton and Kathy Neal. The Board approved Lee Bridges, Mark Bridges, Nikela Parks, Turner Parks and Corey Heenan in the 2nd Quarter.

Recognizing that the calendar time involved in the process from application to final notification is too long, the Board revisited modifications and improvements to the membership application process.

1. Applicants must submit complete packages to the Recording Secretary, including their application form, signed Code of Ethics document, dues payment and application fee.
2. Once the package is received and logged, the Recording Secretary will email the Board with notification of the applications.
3. Monies associated with the applications will be transmitted to the Treasurer. The Treasurer will confirm the payments once they are received. At that point, the club's email blast coordinator will send notification of the applications out to the membership. A comment period will be open for 30 days, during which members may email their comments to the Recording Secretary.
4. After the member comment period, the Board will review and discuss applications, with vote via email ballots on the applications within 14 days.
5. After announcement by the Recording Secretary of the vote results, the applicant will be notified of the acceptance or decline of their application.
6. Finally, the coordinator of the Scribe, Darleen Dimor, will publish the names of approved members in the next Scribe. We would also love to see bios for new members

The primary change is that we will not hold applications up for publication schedule of the Scribe. Comments on applicants will be from the emailed member comment request period.

Those applicants awaiting publication in the Scribe will be diverted to the new process because the next Scribe will not be published until September.

We currently have nine applicants. Six applicants will be finished with the 45 day Scribe publication period on August 1. Three applicants will be diverted to the new process with an email blast going out to the membership shortly.

- Frequency of BOD Meetings

We have been upping frequency of board meetings and membership meetings during this pandemic with a focus on moving forward multiple items.

- Revision of PHCA Constitution and By-Laws

Committee consisted of Andrea, Theresa, Linda and Mary. By laws have not been updated in a great many years so we are starting that process. The biggest updates related to bringing the by-laws to the electronic age where virtual and electronic processes are normal and easier to do than in the past and added AKC template language.

Giving AKC notice we are submitting and will run a draft by the AKC to make sure they don't have any issues with revisions. Then we will get that to the membership for review and discussion.

- Code of Ethics

Luciane, Theresa, and Robert reviewed the Code of Ethics. The last update had been done in 2012. The revised version of the Code of Ethics was approved by the Board and is available on the website. Please review the updated Code of Ethics. It will be emailed to all the members for signature later.

- Annual Audit

The committee to audit the books was made up of Meredith Wille, Darci Kunard, and Darleen Dimor. The committee sorted through all the financial records which was made easy by the electronic and organized nature of the records. There were a few minor questions

that were readily answered. The books balanced out with zero issues.

- PHCA BOD / Committee Policies and Procedures (tabled item)

Proposal to the board – ad hoc committee committee to be formed that will evaluate current organizational structure and committees/procedures, looking at communication flow between board and committees and membership, and that this proposal will be made to the board. Going to look at current structure and what works well and what doesn't. We are going to determine how we can better add non-board members to these committees. We want to have the structure and communication in place to do that. This will be proposed at the next board meeting. This proposed committee is being developed by Rebecca Stephens.

- New Business

- PHCA Web Site

The PHCA web site is out of date. It has not been updated in about 3 years (Cynthia notes in chat that it was 8 years). There are security and updating issues at this point due to the backend not being supported.

We are currently soliciting bids to have the necessary update work done (In chat Martin del Prince asked how to submit a bid – he was pointed to Cynthia)

Dr. Cynthia Guinn has acted as our web person and has been incredibly responsive with keeping the content current on the web site.

- AKC\PHCA Award

The PHCA awarded the AKC Outstanding Sportsmanship Award to Darleen Dimor. This is the first time the PHCA has awarded the event. In addition to the medallion provided by the AKC, the PHCA provided a plaque to Darleen for the award. Darleen has worked tirelessly to put on supported entries and do the Scribe over many years. We are pleased to recognize her significant contributions.

Membership Mailed Questions

All questions were edited to remove identifying information.

QUESTION: Can the club revise our Code of Ethics so that members can be expelled by a majority vote of the BOD if a member is found to have defamed or slandered another member.

ANSWERED BY LINDA WITT: No, the by-laws set forth the steps a member must follow in order to bring charges against another member for conduct that rises to being prejudicial to the club or breed.

QUESTION: Is this considered the PHCA Annual Meeting.

ANSWERED BY THERESA HARPER: Yes it is.

QUESTION: Will members who have titled their Pharaoh Hounds in 2019 be recognized during this meeting or will it be delayed until the 2021 National Awards Meeting?

ANSWERED BY THERESA HARPER: We will schedule another Zoom meeting before the end of the year that will be limited to announcing and virtually presenting the 2019 awards. Additionally, Sheila Hoffman will reach out to those receiving an award and they will be given the choice to have those awards sent to them or also awarded at the 2021 National Banquet.

QUESTION: I would propose that the board create a standing National committee to develop and act as host for the National Specialty. The committee should consist of no more than 2 board members with the general members outnumbering the board members or, in the alternative, this could be an amendment to the by-laws.

ANSWERED BY MARY SEVERINO: The Board acknowledges the need for greater communication on all fronts and has created the Specialty Liaison position with an associated committee. The intent of this is to further involve the Board in generating specialty proposal interest, engage interested members in the process and then to provide valuable input to the Board from the committee

participants in general. Because of the complexities of the specialties, particularly the National, it is important that the Board maintain and improve bottom line control of the events. The Board sees the importance of garnering proposals well in advance of the year the events occur.

QUESTION: On what authority does the PHCA rely on for it's confidentiality agreement board members are supposedly required to sign and what makes the BOD think that meetings not held in executive session should not have minutes recorded and passed on to the membership.

ANSWERED BY ROBERT NEWMAN: Board members do not sign a confidentiality agreement and all minutes of meetings are recorded and reported to the membership by posting them on the website – and they will now also be published in the Scribe.

QUESTION: Where is it written that any breach of confidentiality can and will result in removal from the board?

ANSWERED BY STEPHEN SIPPERLY: It is not written that a breach of confidentiality can and will result in removal from the board.

Stephen Sipperly remarks In regards to the letters that were emailed to the membership:

The membership has received 2 letters – one from Ms. Summers and one from Mr. Wood. The first will be addressed, the second was received only about an hour before the meeting and the board has not had time to review it.

Sessions held in executive session are private and discipline hearings are confidential and we will not discuss them publicly but they are covered by the by-laws.

Ms. Summer's letter says she will be advancing her proposed motion pursuant to Article XI, Section 1, which states that "The Rules of Parliamentary Procedure contained in the current edition of Robert's "Rules of Order, Revised" shall be the governing authority at all meetings of the Club and of the Board of Directors, subject to existing law and these constitution and by-laws."

If the statement is read in full, the first half - that Robert's Rules shall govern..." - is subservient to the second half - "subject to existing law and these constitution and by-laws."

Meaning, in plain language that if the by-laws failed to address how a particular issue is to be addressed, then, and only then, would we revert to Parliamentary Procedure as outlined in Robert's Rules.

Because our By-Laws specifically designate the handling of discipline to the BOD - and have a prescribed procedure which we followed to the letter, that procedure controls, and it is an authority vested in the BOD that cannot be overturned by the membership.

The motion is out of order and will not be entertained by the board.

Andrea asked for final questions in the chat – there were none.

Darci Kunard made a motion to adjourn in the chat at 6:26 Pacific Time. Theresa Harper seconded the motion. Meeting was Adjourned at 6:27 Pacific Time.