

CFA EXECUTIVE BOARD MEETING
Sunday, June 29, 2025

Secretary's Note: The Officers and Board of Directors of the Cat Fanciers' Association, Inc. met on Sunday, June 29, 2025, at the Rosen Plaza Hotel, Orlando, Florida. **President Richard Mastin** called the meeting to order at 9:00 a.m. Eastern Standard Time with the following members found to be present following a roll call by **Secretary Rachel Anger**:

Mr. Richard Mastin (President)
Mr. Russell Webb (Vice-President)
Ms. Rachel Anger (Secretary)
Ms. Kathy Calhoun (Treasurer)
Mrs. Doreann Nasin (NAR Director)
Vicki A. Jensen, Esq. (NWR Director)
Ms. Carissa Altschul (GSR Director)
Mr. John Colilla (GLR Director)
Mr. Howard Webster (SWR Director)
Ms. Janet Moyer (MWR Director)
Mr. Kenny Currle (SOR Director)
Ms. Pam DelaBar (Europe Regional Director)
Mrs. Jacqui Bennett (Director-at-Large)
Dr. Marilee Griswold (Director-at-Large)+
Mr. Pauli Huhtaniemi (Director-at-Large)
Mrs. Carol Krzanowski (Director-at-Large)
Ms. Victoria Nye (Director-at-Large)

Also Present:

Edward L. Raymond, Jr., Esq., CFA Legal Counsel
Ms. Allene Tartaglia, Executive Director
Mr. James Simbro, IT Systems Analyst

Absent:

Ms. Aki Tamura (Japan Regional Director)

Secretary's Note: For the ease of the reader, some items were discussed at different times but were included with their particular agenda.

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(54) **MEETING CALLED TO ORDER/APPROVE ORDERS OF THE DAY.**

CFA ANNUAL MEETING AGENDA June 26-29, 2025 All Times in Eastern Standard Time			
Sunday, June 29, 2025 • Board of Directors Meeting			
9:00 a.m.	54.	Call Meeting to Order	Mastin
9:05 a.m.	55.	Appoint CFA Legal Counsel and Parliamentarian	Mastin
9:10 a.m.	56.	Taking of Board of Directors' Oath	Raymond
9:15 a.m.	57.	Distribution and Signing of Board-Required Documents	Raymond
9:20 a.m.	58.	Verbal Report of Conflicts of Interest	Raymond
9:25 a.m.	50.	Ratification of Committee Appointments	Mastin
9:45 a.m.	60.	New Business/Old Business	
10:15 a.m.	61.	Board Meeting Schedule	Mastin
11:00 a.m.		ADJOURN	

Mastin: OK, good morning, everyone. Welcome to CFA's June 29, 2025 executive board meeting. Madame Secretary, please do the roll call. **Anger:** I will and we're also going to be confirming that we're abiding by the Board of Directors Code of Ethics and the Confidentiality Agreement which our new board members have not signed yet, but they are aware of, so we'll formally sign it as we move down the agenda. I would also like to mention that I only have two recorders today in this room. Sometimes the sound just disappears, so if you could speak loudly, that would be great. If your statement is important and needs to be heard, please speak up. [**Secretary's Note:** Secretary Rachel Anger called the roll, as reflected above. All board members confirmed that they are abiding by the CFA Board of Directors' Code of Ethics and Confidentiality Agreement.] I'm also acknowledging that Darrell Newkirk, Ellyn Honey and Cathy Dunham are here, as are Richard Katris and Ed Krzanowski. Thank you, Darrell, our social director. You got a promotion. **Mastin:** Are you good? **Anger:** I am good. I'm turning it back to you, Mr. President. **Mastin:** OK, thank you, Rachel.

Mastin: The meeting is called to order. Before we get started, I want congratulations – [Side discussions regarding telephone interruption were not transcribed.] Congratulations are in order for our returning Directors-at-Large – Marilee, Carol and Pauli – and our newly-elected Directors-at-Large, Vicki Nye and Jacqui. Congratulations! I also want to thank our outgoing Directors-at-Large, Anne Mathis – as I mentioned on Friday, two years of service – and Darrell Newkirk, sitting at the end there – past President and 17-year board member. Thank you, Darrell. [applause] Vicki Nye and Vicki, Jensen, it may take me a while, but I'll do my best in saying your last names when I call on you. Last year was nice, because we had no same first name board members. That was the first that I can remember, so I will work on that.

Mastin: May I have a motion to approve the Orders of the Day? **DelaBar:** So moved. **Mastin:** OK, Pam. Russell, are you a second? **Webb:** Yes. **Mastin:** Alright. I know we have maybe some changes or additions. Rachel? **Anger:** We have some Star Awards that we will need to present under New Business that were not presented earlier, during the meeting. **Mastin:** Are

there any additions or changes? OK, are there any objections? Seeing no objection, motion passes unanimously.

The Orders of the Day were accepted without objection and became the Orders of Business.

Mastin: I just want to mention to the board, we have board members that are departing early. We need to stay on task. Darrell is no longer on the board. He was my point of order person. Rachel also helps with point of order, so if there's another board member who wants to volunteer to help me keep everybody in line, I look forward to that. We need to move quickly in order to keep [on schedule], because I know board members have got to go. John, you're driving, right? **Colilla:** Yes, sir. **Mastin:** So you can stay all day but the board members who have flights have to get out of here. **Colilla:** I have a secret meeting to go to today right after this. **DelaBar:** Actually, I'm leaving tomorrow. **Mastin:** So you have all day, too. **DelaBar:** Yes. **Mastin:** OK.

(55) APPOINTMENT OF CFA LEGAL COUNSEL AND PARLIAMENTARIAN.

Mastin: Our first Order of Business is to appoint our Legal Counsel and Parliamentarian, Ed Raymond.

(56) TAKING OF BOARD OF DIRECTORS' OATH.

Mastin: I am going to now turn it over to Ed. **Raymond:** OK. If the board would please stand, I'm going to take you through the Oath. Please indicate "I agree" when I am done reading this.

The Cat Fanciers' Association, Inc. Board of Director Code of Ethics

Preamble

The Cat Fanciers' Association, Inc., is a New York not-for-profit association formed to register pedigreed cats, sanction CFA clubs, shows, and events, protect the hobby of breeding and showing, and enhance the well-being of all cats. CFA's principle membership consists of CFA cat clubs. The business of the association is managed under the direction of the CFA Board of Directors. This code of ethics serves as a code of conduct for association volunteers and staff in their capacity as board members. Members of the board affirm their endorsement of the code and acknowledge their commitment to uphold its principles and obligations by accepting and retaining membership on the board.

Mission

CFA's mission is to preserve and promote the pedigreed breeds of cats and to enhance the well-being of all cats.

Board of Directors Code of Ethics

Members of the board shall at all times abide by and conform to the following code of conduct in their capacity as board members:

- 1. Abide in all respects by the rules and regulations of the association including but not limited to CFA's articles of incorporation, constitution, bylaws, and show rules.*
- 2. Conduct the business affairs of CFA in good faith and with honesty, integrity, due diligence, and reasonable competence.*
- 3. Lead by example in serving the needs of CFA and its members and also in representing the interests and ideals of the cat fancy at large.*
- 4. Uphold the strict confidentiality of all closed meetings and other confidential communications and not disclose any confidential information related to CFA affairs. Confidential Information does not include information that is publicly available, so long as the information was not made public by violation of this, or any other, Agreement or confidentiality obligation. Board Member shall not disclose to any others the following information or property of CFA:*
 - a. Trade secrets, patents, or other proprietary information;*
 - b. Customer or referral source lists;*

- c. Contractual agreements;*
 - d. Customer and Employee personal information;*
 - e. Judging program information and Judge personal information;*
 - f. Protest, citation and other disciplinary information;*
 - g. Animal welfare information;*
 - h. Advertising or marketing strategies;*
 - i. Product development practices; and*
 - j. Computer programming and source code.*
5. *Perform assigned duties in a professional and timely manner pursuant to the board's direction and oversight.*
 6. *Exercise proper authority and good judgment in dealings with CFA staff, judges, breeders, exhibitors, other board members and the general public, and respond to their needs in a responsible, respectful, and professional manner.*
 7. *Handle conflicts of interest appropriately by identifying them to the board and removing themselves from all discussion and voting on that matter.*
 8. *Act at all times in the best interest of CFA. Avoid placing (and the appearance of placing) one's own self-interest or any third party interest above that of CFA.*
 9. *Not abuse board membership by improperly using board membership for personal or third-party gain or financial enrichment.*
 10. *Not represent that their authority as a board member extends any further than that which it actually extends.*
 11. *Not engage in any outside business, professional or other activities that would directly or indirectly materially adversely affect CFA.*
 12. *Not engage in or facilitate any discriminatory or harassing behavior toward CFA staff, members, officers, exhibitors, breeders, or others in the context of activities relating to CFA.*
 13. *Not solicit or accept gifts, gratuities, or any other item of value from any person or entity as a direct or indirect inducement to provide special treatment to such donor with respect to matters pertaining to CFA without fully disclosing such items to the board of directors.*
 14. *Provide proper care for their cats and maintain them in an exemplary manner beyond CFA's Minimum Cattery standards.*

IN WITNESS WHEREOF, the undersigned hereby agrees to be bound by and abide by the foregoing Board of Director's Code of Ethics.

Board Member:

Name [Printed]: _____

Signature: _____

Dated: _____

[Secretary's Note: *All current members of the Board of Directors executed the Board of Director's Code of Ethics, which is kept on file by the Keeper of the Records, CFA Secretary Rachel Anger. Board members must verbally agree to the oath when taken at Sunday's board meeting.]*

[CFA Legal Counsel Edward L. Raymond, Jr., Esq. reads The Cat Fanciers' Association, Inc. Board of Director Code of Ethics in its entirety.] **Raymond:** Do you agree?
Board: I agree. **Raymond:** Thank you. **Mastin:** Thank you, Ed.

(57) DISTRIBUTION AND SIGNING OF BOARD-REQUIRED DOCUMENTS.

Mastin: OK Ed, I think I'm still with you. **Raymond:** You're still with me. James and Allene this morning passed out a couple of documents with some pretty tabs to indicate where you need to fill them out and sign. The first with the peach color tab is the Officer and Director Confidentially Agreement and Agreement to Adhere to the Cat Fanciers Board of Directors Code of Ethics. I would ask you to review it. Please sign and date it, and return it to Allene at the close of the meeting. The second document is the Conflict of Interest Policy that the board adopted in June of 2022. It governs related transactions, requires an annual disclosure statement and gives you some spots towards the end on pages six, seven, eight and nine for you to fill in, disclosing any conflicts that you might have and we're going to go through and do some verbal declaration of conflicts in a moment. Again, please fill this out, sign it and provide it to Allene before the end of the meeting.

(58) VERBAL REPORT OF CONFLICTS OF INTEREST.

Mastin: Alright Ed, continue. **Raymond:** OK. We're at the point in the agenda where we're going to do a verbal report of conflicts of interest. We'll go around the table. Rich, would you like to start? **Mastin:** Yes, I'll start. My conflict of interest is my youngest daughter, Melissa DiLuglio, works for Central Office as a contractor. It's only to process payroll. I do not even know what that amount is. Allene can report on it. I know it's not a lot. She processes payroll every other week. Allene, if you know what that dollar amount is, please share it with the board. **Tartaglia:** It's \$25 every other week. **Mastin:** Thank you. That is my only conflict. Rachel? **Anger:** I have no conflicts. I have no friends or family, so nothing. **DelaBar:** My turn. I have a spouse who is an allbreed judge with another association and also works with the Federation within Finland. Otherwise, I am on the board of directors of the CFA Foundation. Those are my conflicts. **Colilla:** I'm not sure I have a conflict of interest. My daughter is a judge for CFA. That's the only connection. **Mastin:** That's the only thing you do, John? You have no conflict. Carol. **Krzanowski:** I have no conflicts. **Mastin:** Pauli. **Huhtaniemi:** I have no conflicts. **Mastin:** Jacqui. **Bennett:** I'm the president of the Judges' Association. Would that be a conflict? **Mastin:** It's not a direct conflict, but you may at times have to recuse yourself on certain motions. Thank you for identifying that. Kenny. **Currle:** No conflict. **Mastin:** Hi Janet. **Moyer:** Hi. No conflict. **Mastin:** OK, Vicki Jensen. **Jensen:** No conflict. **Mastin:** Doreann. **Nasin:** No conflict. **Mastin:** Vicki Nye. **Nye:** No conflicts. **Mastin:** Marilee. **Griswold:** No conflicts. **Mastin:** Howard. **Webster:** No conflicts. **Mastin:** Carissa, speak loud. **Altschul:** One conflict in case CFA ever hires my dad to do show advertising, because that is a paid position. **Mastin:** OK, thanks for identifying that. Kathy. **Calhoun:** I sit on the board for EveryCat. I am the treasurer. **Mastin:** You've got to speak loud, too. **Calhoun:** I sit on the board for EveryCat Feline Health Foundation. I serve as the treasurer. When we do budget and we talk about donations, I must abstain. **Mastin:** Thank you, Kathy. Russell. **Webb:** I have no conflict. **Mastin:** OK, very good. Thank you everyone for identifying conflicts.

(59) RATIFICATION OF COMMITTEE APPOINTMENTS.

2025-2026 CFA Committee Appointments

CFA Committee Appointments – June 29, 2025

Agility – Niki Feniak, Chair / Marilee Griswold, Vice-Chair

Ambassador Program – Karen Lane, Chair / Jodell Raymond, Vice-Chair (Board Liaison: K. Currle)

Animal Welfare, Breeders Assist Program & Breed Rescue – Charlene Campbell, Chair (Board Liaison: P. DelaBar)

Audit – Kathy Calhoun, Chair

Awards – Cathy Dunham, Chair (Board Liaison: J. Moyer)

Breeder Education – Carissa Altschul, Chair

Breeds & Standards – Annette Wilson, Chair (Board Liaison: C. Altschul)

Budget – Kathy Calhoun, Chair

Clerking Program – Bethany Colilla & Ronna Colilla, Co-Chairs (Board Liaison: J. Colilla)

- Clerking Advocate – John Hiemstra

Club Membership – Carol Krzanowski, Chair

Credentials – Nancy Dodds, Chair (Board Liaison – R. Anger)

Entry Clerk Program – Cathy Dunham, Chair (Board Liaison: J. Moyer)

Executive Committee – 4 Officers plus Kenny Currle

Exhibitor Input – Jacqui Bennett, Chair

Experimental Formats – Rachel Anger, Chair

Finance – Rich Mastin, Chair

Genetics – Marilee Griswold, Chair / Darrell Newkirk, Vice-Chair

- Breeder of Excellence – Marilee Griswold

- Preservation Health & Welfare – Jacqui Bennett, Subcommittee Chair

Household Pet Advisory – Jenny Wickle, Chair (Board Liaison: J. Bennett)

International Division – Darrell Newkirk, Chair / Mathew Wong, Vice-Chair (Board Liaison: Marilee Griswold)

- China – Ellyn Honey & Russell Webb, Subcommittee Co-Chairs

- Asia (Outside of China) – Marilee Griswold & Robert Zenda, Co-Chairs

- Africa & West Asia (AWA) – Jan Rogers, Subcommittee Chair

- Central & South America – Miguel Mariano Pina Rodrigues & Anne Mathis, Subcommittee Co-Chairs

International Show – Ed Raymond, Chair / Linda Murphy, Vice-Chair (Board Liaison: R. Mastin)

Judging Program – Vicki Nye & Russell Webb, Co-Chairs

- Advisor/Coordinator, Associate Program Application Administrator – Rachel Anger
- Associate Program Training Administrator & Judges Training (Test & Education) – Anne Mathis
- File Administrators – Nancy Dodds & Marilee Griswold
- Application Administrator (Regions 1-9) – Leslie Carr
- Application Administrator (International) – Jodell Raymond
- Education Breed Awareness & Orientation – Barbara Jaeger
- Guest Judge Administrator – Neil Quigley
- Recruitment, Development & Mentoring – Teresa Sweeney
- Ombudsperson – Carla Bizzell

Junior Fanciers – Sheri Shaffer & Albert Sweitzer, Co-Chairs (Board Liaison: J. Bennett)

Legislative & Group – Alene Shafnisky, Chair (Board Liaison: M. Griswold)

Marketing – Mark Hannon & Melanie Morgan, Co-Chairs (Board Liaison: C. Krzanowski)

New Exhibitors – Janet Moyer, Chair / Martha Auspitz, Vice-Chair

Protest – Dick Kallmeyer, Chair (Board Liaison: M. Griswold)

Show Hall Technology – Cathy Dunham, Chair (Board Liaison: J. Moyer)

Show Rules – Ed Raymond, Chair (Board Liaison: C. Krzanowski)

Show Scheduling – Pam Moser, Chair / Mary Auth, Vice-Chair (Board Liaison: V. Jensen)

Strategic Planning – Kathy Calhoun, Chair

Non Committee Appointments June 29, 2025

Board Meeting Notes – Pam DelaBar

Board Ombudsperson – Vicki Jensen

Legal Counsel & Parliamentarian – Ed Raymond

Ombudsperson – Paul Meeker

Affiliates:

CFA Foundation – Don Williams, President (Board Liaison: P. DelaBar)

Every Cat Health Foundation – Dean Vicksman, DVM, CVJ, President (Board Liaison: K. Calhoun)

Show Promotion – Mike Altschul (Board Liaison: J. Moyer)

World Cat Congress (WCC) Advisor – Rachel Anger

World Cat Congress (WCC) Delegate – Pam DelaBar

Retired:

Diversity and Inclusion

Publications

Virtual Cat Competition (VCC)

[Secretary's Note: Several committee appointments were pulled out for discussion, amendment and/or voting on individually. The final list of committee appointments was adopted by unanimous consent.]

Mastin: I've already been notified there's some changes on the Committee Appointments and corrections. I missed some, so before we ratify what's been sent to you and provided in front of you, let's go through. For example, I missed Vicki Jensen as the board liaison for Show Scheduling. That has to be added on. Rachel, Allene and I will make sure it's added and then it's got to go to, I think, Kathy Durdick and Teresa Keiger for posting and all that stuff. Normally what they've done in the past was link your name to your direct email address, so we have to add Vicki Jensen to show scheduling as the board liaison, and then Marilee, I've got to do something with ID. There are co-chairs, right? **Griswold:** Yes. Every sub-committee in the ID, they're all co-chairs. So for Asia Outside of China, Bob Zenda and myself are co-chairs. **Mastin:** OK, subcommittee co-chairs. **Griswold:** Correct. **Mastin:** Great. What other corrections? **Kenny:** **Currle:** My name. **Mastin:** Thank you. We've got to fix your name. **Kenny,** where do I have that listed? **Currle:** Executive Committee. **Mastin:** Executive Committee. OK, are there any other corrections?

Mastin: Before we ratify the appointments, I personally want to pull out the new committee requests so we can just discuss it and we should add Strategic Planning to this list. That would be Kathy. She's been doing it for the past four or five years. I know it was before I was President. **Pam:** **DelaBar:** Under which heading do you want? **Mastin:** We'll put it under a committee, just a regular committee. It will be just Strategic Planning. Kathy, do you object to that? **Calhoun:** I do not object. **Mastin:** OK, Strategic Planning, Kathy. Are there any other additions or corrections that need to be made? You don't see anything, right? Everything looks good. **Anger:** Yes. What about these continuing committees? **Mastin:** Oh, you know what? I do need to also pull out Diversity and Inclusion. We want to talk about that one, so I'm pulling out Diversity and Inclusion and the new committee request, which is Exhibitor Input. Does anybody want to pull out anything? This is the first, at least for me. May I have a motion? **Currle:** So moved. **Mastin:** OK, **Kenny.** Carol, you're a second. Alright. You got that? **Anger:** Yes, thank you. **Mastin:** Any discussion? Any objections? Seeing no objection, motion passes unanimously. Thank you.

The motion is ratified by unanimous consent.

Mastin: Alright, now we're going to start with Diversity and Inclusion first. It is vacant, so my ask is, should this Committee continue? **Kenny.** **Currle:** I regard this association as the most diverse association I have ever been involved with. I really don't see – I understand in the past, but I don't really think we need it moving forward. **Jensen:** Second. **Mastin:** OK, discussion? **Pam.** **DelaBar:** I just didn't hear the last part that **Kenny** mumbled. **Currle:** I didn't

mumble. **Mastin:** Kenny, repeat what you said. **Currle:** I just said, this is the most diverse organization I have ever had the pleasure and the privilege to be part of. **Mastin:** And what was your motion? **Currle:** My motion is to drop it. **Mastin:** And Vicki Jensen made the second. You got that, right? **Anger:** I do, thank you. **Mastin:** Further discussion? Objections? **Calhoun:** I'm going to abstain. **Mastin:** OK then, I'm going to call for the vote. Just so everybody knows, during objections if somebody abstains I have to call for the vote, so when I go around the room I'll ask – and this is for the new board members – I'll ask if you're in favor. Raise your hand. Once they call your name, you can lower your hand and then I'll go through if you're opposed and abstentions. During Zoom meetings when I do the calling, you have to keep your hand up until I tell everybody to lower their hand. Otherwise, everything shifts on the screen and I've got to start over. OK, so if you're in favor, raise your hand.

Mastin called the motion. **Motion Carried.** Colilla voting no. Calhoun abstained for conflict.

Mastin: Rachel, Pam, Carol, Pauli, Jacqui, Kenny, Janet, Vicki Jensen, Doreann, Vicki Nye, Marilee, Howard, Carissa and Russell. If you're opposed, raise your hand. John. If you're an abstention, raise your hand. Kathy, you're abstaining for conflict? **Calhoun:** Yes, being the past chair. **Mastin:** Correct. For the new board members, we appreciate you announcing abstaining for conflict. You do have the right to abstain if you choose. However, you also have an obligation to the association to vote. Abstaining could be the easy way out. Shelly Perkins, if you all remember, made that point. Ed clarified you don't have to vote yes or no. You do have the right to abstain without a conflict. OK Rachel, when you're ready, please call the vote. **Anger:** That's 14 yes, 1 no, 1 abstention. **Mastin:** OK, thank you. Motion passes.

Mastin: The next one is a new committee request, Exhibitor Input. Jacqui Bennett, I'm going to call on you to explain to the board why you requested this. **Bennett:** I requested an Exhibitor Input Committee. When I did a poll when I was running for Director-at-Large, the largest input I got from exhibitors and clubs was that they felt that they had no easy way to provide input to the board and be sure that the board was hearing that input. I know we have a lot of people who are all over the world, but sometimes we can be intimidating, sometimes they were not convinced that their input was getting in, so I felt that if we had a committee that could come up with a funnel that people could provide input that could be statistically analyzed and routed with feedback going back to the originator so they had a closed loop, that would improve the relationship of the member clubs and the exhibitors with the board with open communication. **Mastin:** OK, thank you for the explanation. Do you want to make a motion? **Bennett:** I move for this committee to be formed. **Webb:** Second. **Mastin:** OK, discussion. Pam. **DelaBar:** This is a function that all regional directors should be doing on a daily basis and I constantly am getting input and bringing it to the board or to the Central Office or whatever, especially dealing with Europe. I don't want to say it's encroaching upon our area of responsibility and action. **Mastin:** OK, thank you, Pam. Rachel. **Anger:** It's a great idea. My issue is that I think it conflicts with the basic membership format of our corporation, that we're a club-based corporation, and this kind of tends more toward an individual-based structure. I agree with Pam, we don't need a committee to do what our clubs are supposed to be doing and our board members. **Mastin:** Vicki Jensen. **Jensen:** I think it's a lovely idea and I volunteer to help. **Mastin:** You need to speak louder. **Jensen:** I said, I think it's a lovely idea and I would volunteer to help Jacqui with it if she wants. **Mastin:** OK, thank you. Carissa. **Altschul:** I just

want to say that, while it is definitely a function of regional directors and we definitely bring concerns to the board from our region, sometimes there are personality conflicts between regional directors and the people they represent in their region and, while the directors-at-large are also a resource for those exhibitors to reach to the board, I kind of like the idea of having an official way for them to go, because there are many people that I have talked to in other regions and they say, “I just don’t know who I can talk to,” and I tell them, “you can go to your regional director” and they just kind of make a face which tells me, OK, maybe they don’t have a good relationship with their regional director or maybe they have gone to their regional director and they felt like their concerns were not taken seriously. And I said, “well, you can go to any of the directors-at-large, any of the executive officers. Everybody’s supposed to listen to you.” I get the impression that they get intimidated by that, particularly new exhibitors. Most of our directors-at-large are judges, which is intimidating for new exhibitors to talk to, and they just don’t feel like a voice, so I think this is a good committee to try. If we don’t like how it works out or if Jacqui doesn’t get the input she’s hoping for, we can look at getting rid of it, but I am not offended by it as a regional director. **Mastin:** Thank you, Carissa. **Kenny:** I want to point out that the name of this committee is Exhibitor Input, so we’re bypassing the clubs, as far as this committee. I agree with Carissa. A lot of these people are intimidated to complain. They have valid complaints. I know Jacqui and she will bring them forward. If they’re not valid complaints, I know Jacqui and she’ll tell them they’re not valid, but as far as this committee, I’m going to support it. I think it’s something that we should try. **Mastin:** Kathy. **Calhoun:** I think Carissa made a good point, as well, that people may feel intimidated by talking to board members or judges who are board members because they feel that there may be some repercussions, but I just wonder if Jacqui, being a board member/judge, is the intent to put people on your committee that are maybe – and I almost want to say that we’re not approachable, but people that may be perceived as more approachable. **Mastin:** Go ahead, you can answer. **Bennett:** My intent is actually to give them something possibly online, a form that they can go to, fill out, say is it an individual concern, is it a club concern. We can track it by region, we can track it by area, we can statistically look at it. If there’s a common issue that we’re seeing, is it a single-off issue and also to be able to provide feedback of, “please refer this to the ombudsman, here is the email that you need to go to, here is the –” for the people who don’t know how to go, an easy way to do it. It’s similar to a tool that I use at Thermo Fisher. I call it the quality hotline there. I’ve given all of my engineers a QR code and they can bring any input in and then we route it to the right people, we analyze the data and then we make decisions based on that data. My intent is not to have a group of people that people come to. People can come to us, but it’s to give them a tool that we can track statistically and then look at that data and make decisions based on data. Some of it may be individuals, some of it may be clubs, and a lot of it, “maybe you need to take that to the ombudsman, thank you for your input, here’s the ombudsman’s phone number or email. You need to take that to the head of the JPC, here’s the email you send it to.” That kind of thing. **Mastin:** OK, thank you. **Doreann:** **Nasin:** Just in the name [inaudible]. **Mastin:** Louder. **Nasin:** Just in the name it helps because I get the same thing. A lot of people don’t realize that they can talk to me on certain issues, but at the same time, like Carissa had said, there’s personality conflicts at times because a lot of exhibitors I have interacted with for a good three decades, so but I like the idea of where Jacqui’s going because the other thing is, she could even do like surveys and see where the direction is. Like, I just got a survey for United for my suitcase and as everyone knows, that bag got destroyed. So, that’s an example, but basically, I think that this is a great tool to have, to help the exhibitors. **Mastin:** OK, thank you. Pam.

DelaBar: One, I'm one person that looks at all our committees. I feel that we have far too many committees, but be that as it may, one, I'm not going to stand in the way of this committee, but I am also saying, we have a regular ombudsman in Paul Meeker. We have a board ombudsman in Vicki Jensen, so we do have somebody filling this function and, you know, we're getting people that are piled on top of one function over another over another. I would like to see more streamlining rather than adding one, but, as I said, I'm not going to stand in the way of this. If it doesn't work, then we can get rid of the committee. **Mastin:** OK, thank you, Pam. Pam, also thank you for raising your hand for a second time. The reason being, for Jacqui and Vicki Nye, Darrell implemented this years ago. You get two opportunities to speak; otherwise, you guys are going to miss your flights. We'll just keep it as simple as that. Marilee. **Griswold:** With the forms that you're considering, can people write in issues anonymously? Do they have to put their name? **Bennett:** We'll have to work as a committee to determine exactly what works. I would say yes, anonymous information can be put in, but that's going to be taken at a different level of focus than somebody who's going to put their name on it, if that makes sense. It's not going to become a "female dog" session, to prevent cursing. **Griswold:** I have a similar concern, too, that if people are intimidated by a judge/board member, this is run by a judge/board member. So, we may want to be able to have a way that people can express concerns anonymously where they feel like they won't get any retribution or pushback. **Bennett:** I think that's what the committee needs to determine the best way to build that system. **Mastin:** OK, thank you, Marilee. Rachel. **Anger:** Hopefully, this will wrap it up. After listening to the discussion, I changed my mind. I'm going to support it. When I stopped and thought about my own comment about, they have a club to go to, then why aren't they? So, I think we can at least try this. If there's going to be a committee in place, maybe that will remove the board member/judge stigma and people will feel free to come forward. So, I'd be interested to see what happens. Like Marilee said, it could be a great success or it could be something that people just don't utilize, but let's find out, so I'm a yes. **Mastin:** OK, short comment from me. It's a good idea. I don't know it's a great idea until we see how it fleshes out. Oftentimes, when we implement something, if we don't follow through with it, it creates a bigger problem. So, if people are submitting issues and concerns and we're not doing anything about it for whatever reason, they're going to be out there saying, "well, I submitted my issue and nothing's being done," so there's two sides to how this can all play out. It could be positive or could be greatly negative. For me, for my business, I have an open-door policy for everybody in the company. Everybody. Once they go through all the channels, they can get to me somehow some way, but they have to go through their channels. So, just keep that in mind. I do have concerns with anonymous complaints. We had an anonymous situation happen on the official Facebook discussion page. Somebody said anonymous. I wrote to the key people and said, "I thought our policy was, we do not publish anonymous." If somebody has something important to say, they should put their name behind it. So, however this plays out, Jacqui, if it's supported, I hope it goes in the right direction. So, with that, I'm going to call for the vote. If you're in favor, raise your hand.

Mastin called the motion. **Motion Carried.**

Mastin: Rachel, Pam, Carol, Pauli, Jacqui, Kenny, John, Janet, Vicki Jensen, Doreann, Vicki Nye, Marilee – had I known this was going to happen – Howard, Carissa, Kathy and Russell. There are no opposed, no abstentions. It went all the way around. **Anger:** Correct. That's 16 yes, zero no, zero abstentions, just to be official. **Mastin:** Very good. Motion passes unanimously, thank you.

(60) NEW BUSINESS/OLD BUSINESS.

Mastin: What do we have next? We have a whole bunch of new business items. **Anger:** Yes. **Mastin:** Alright, what's the first one? **Anger:** Category of Distinction Award with Carissa.

(a) *Cattery of Distinction Award (Altschul).*

Motion: *That the practice of merging catteries for the purpose of qualifying for the Cattery of Distinction award be temporarily suspended until the existing policy has been formally reviewed and clarified that it is only to be used for when one cattery changes names*

Background / Rationale: *The current policy regarding the merging of catteries for award eligibility lacks clarity and has led to inconsistent interpretation and application. Suspending the merging practice will prevent further confusion or potential inequity while a formal review is undertaken. This will help ensure that all members are subject to clear, fair, and consistently applied standards.*

Proposed Actions:

1. *That no new applications involving merged catteries be approved or processed during the suspension.*
2. *That any such pending applications be placed on hold.*
3. *That the suspension remain in effect until a clearly defined policy is reviewed, adopted, and communicated to the membership*

Mastin: So that's Carissa. Go ahead, Carissa. **Altschul:** In light of the discussion we had on Thursday, I realize that until we clarify the policy for the merging of Catteries of Distinction, I am requesting that the board instruct Central Office to put a halt on all mergers until such time that we have revised the policy and clarified what is the procedure to be followed when it comes to merging Catteries of Distinction. **Mastin:** That's your motion, right? **Altschul:** Yes. **DelaBar:** And I'm the second. **Mastin:** Discussion, Rachel. **Anger:** I understand why you're bringing this forward and agree with it, that we should stop and take a look, now that we have a little more information. I think we have a method in place to do that, and that's to have the board review before that happens, so that would put everything in a holding pattern until we are able to flesh it out. **DelaBar:** You're saying the same thing. **Altschul:** No. **Mastin:** No, no. She's not. To clarify what Rachel is saying is, any Catteries of Distinction that are submitted should come before the board. Bring them. I know it says "shall" – or no, it says "may", not the word "shall". Anything that comes through until we can get this fleshed out should come to the board for review. This will buy time for the board to review and evaluate the situation while you are rewriting the program, so if you understand – go ahead. **Altschul:** I understand that, but I'm afraid of taking up valuable board time having to review these and I'm not talking about too long of a suspension. We're not talking about suspending it for a year. We're only talking about maybe suspending it for a few months, and I would rather not bog down our Zoom meetings with having to review these until the policy is clarified and then everybody who might be applying for this knows exactly why. I also think if we turn down some applications, they're going to wonder why we're turning them down if we don't have a clear policy in place, so my preference is, we go ahead and just suspend for now and say this is going to be reviewed later in the show season and then they can apply under the new rules. I think it would create unnecessary hardship on the board

and particularly some bad feelings on the part of people who might be applying and that are denied by the board under unclear policies. **Mastin:** James. **Simbro:** I just want to say, we usually don't even process or look at those until later in the year, so we don't even receive them until toward the end of the show season anyhow. So, we could just make it if we receive two or three of them, we can just review them in October or even in February. **Mastin:** Pam. **DelaBar:** When we brought this out, and I can tell you, Ginger Meeker brought this to the board when she was on the board – it was under a different executive director and quite a bit different board – the reason was basically somebody like myself who has two cattery names, and to bring all the grands and everything together, that's what we were allowing the merger for a \$75 fee. Now we see that there may be other conditions that have been attached to this and that's why Carissa wants to take a look at and do some background research and find out, you know, where are we with this and are we allowing some questionable practices to get the different tiers of Cattery of Distinction. **Mastin:** OK Pam, thank you. Pauli. **Huhtaniemi:** I support Carissa's motion. I think we had 18 requests during the past 13 years, so it's not much. So we can hold the vote until we do it. **Mastin:** Allene, can you confirm, is it 18 or 17? **Tartaglia:** 17. **Mastin:** 17, and is it 13 or 14 years? **Tartaglia:** Oh gosh, I think the first one was done in 2013. **Mastin:** So we're talking 12 years. **Tartaglia:** 12 years, yes. **Mastin:** 12 years at 17. OK. Further discussion?

Mastin: OK, my comment is, Pam, you made a comment – questionable practices – and I'm wondering if that's what we're doing right now by putting a freeze on a program that was approved by the board. We're freezing it because there may be a potential issue. I need to go to Ed. I don't feel good about this. Based on the information we received on Thursday – and Carissa, I give you a lot of credit for bringing this up and saying why you were concerned about it. It just doesn't seem right, right now. I'm concerned about it and because it's almost a personal reason why it's come to the table and it's a questionable conflict of interest. So Pam, before I call on you, I need Ed to change my mind. **Raymond:** That should be fun. **Mastin:** Good luck with that. **Raymond:** I think it's simple to just simply slow walk anything that comes through the process, rather than formally issue a suspension of the program. As James said, most applications for this combination don't happen until closer to the end of the show season. So, I don't think the board has to be concerned about a rash of applications coming in over the next couple of months. As Carissa said, this is something that she's looking to work on in the near term as opposed to in the long term. So, I don't know that you need a motion, just an instruction to Central Office to bring everything to the board and say, "we don't want to see it until February." **Mastin:** Anything further? Pam. **DelaBar:** I don't have a dog in this hunt, but I do have experience of when all of this came about. Whether you slow walk or whatever, is to give Carissa and whoever she decides to have help her check in and do the background work and do the research to see, what did we want in the beginning, how has it changed in the past 12 years or whatever, and bring it back to the board. **Mastin:** I don't have issues with that. We did that on Thursday. Carissa, who's working with you? Pam? Yeah, you've already got that, so I have no issues with that. That's not my concern. **DelaBar:** That's what I think is wanted. Is that correct Carissa? **Altschul:** Can I speak? **Mastin:** Go ahead. You can address the question. **Altschul:** I realize that with what's written there now and the fact that this is open session, so people are going to be aware we are looking at the policy, I believe we will get several applications who will try to push their way through. I'm sorry, Allene and James, but I have concerns about Central Office not always following through with policies and then it's very hard to walk back anything that has been put in place. That is why I was asking for the suspension, is sometimes things get done and then we go, for example, a show license might be done in a way that gets overlooked and it's very difficult to walk things back. I don't think asking for a four month suspension – because I've been told to bring this back by October and I will – is asking for very much. It is simply saying, it has come to the board's attention that the policy on the website is not

clear and I believe whenever we present information to our constituents that is not clear, we have a duty and an obligation to clarify it before we move forward, so that there is no misunderstandings.

Mastin: OK. I'm going to call on Kathy, Marilee, then Rachel, then Vicki Jensen, and then I'm going to make a recommendation, based on the information you just said. Alright, Kathy.

Calhoun: My question was answered and that was in timing around having the program revisited.

Mastin: OK. Marilee. **Griswold:** It's my impression, and I'm not sure if I'm crystal clear on it, that we've had this particular program and policy for quite a while. So, 12 years, and I didn't get the impression that Central Office was not following the policy. I got the impression that the policy doesn't encompass the original intent of the program. So, that program may need to be refurbished. I understand Carissa's fear that we're going to get a flood of applications if we continue the program at the moment, knowing that it may change in the future. Is there a way that we can change the policy to, instead of saying "may" come in front of the board to "shall" come in front of the board, so that in the meantime while Carissa is working on the program, that we have to review this. As Pauli had mentioned, there aren't actually that many that have come through over the years. Maybe we need to have eyes on those until we get a revised program. **Mastin:** Good comments. I have a comment on that as well. Rachel. **Anger:** So, I think we're all pretty much in agreement that we need to slow this roll until we can review it. The motion is right. The disputed term is "temporarily suspended." I agree with that. I think Ed's solution to the definition of what "temporarily suspended" would be is the easiest to facilitate. We'll just take any that come in and hold them until such time as we have done a review and can proceed on those applications in an educated way. **Mastin:** Vicki Jensen. You've got to speak really loud. **Jensen:** I just wanted to disclose to the board that I'm going to be recusing myself from this conversation because I have grands that are probably owned by one of the persons that is contested. **Mastin:** So, you're going to abstain for conflict. **Jensen:** Yes. I don't think that it would be appropriate for me. **Mastin:** Ed has no trouble with that. Thank you for identifying that. Jacqui. **Bennett:** Just a question on the idea to slow walk or to not look at until we rewrite. If somebody applies before the policy changes, would they not have a valid argument that they applied before the policy changed and then they should be grandfathered in under the other policy and could there not be legal repercussions for refusing to qualify them under the original policy? **Mastin:** Maybe, so let me ask a question of Central Office. Do you have any applications in front of you right now? **Tartaglia:** No. **Mastin:** OK. Ed. **Raymond:** You know, I don't see that there is a – first of all, anybody can sue anybody for anything. That's my general disclaimer. This isn't something that people are entitled to as a matter of right. It's a board policy. The board can change its mind at any time. So, I'm not particularly concerned that somebody would apply and say that they should be grandfathered. **Mastin:** I'm going to make two recommendations. Carissa, the first one is your choice because you have a right to make the motion. My recommendation is you withdraw the motion because I feel, based on your information provided on Thursday, you have a true conflict of interest on this. OK? That's the first recommendation. The second recommendation is the board, as I just said, has a right to change policy. My recommendation is that somebody needs to make a motion to change the word "may" to "shall" today. Hang on. Carissa, are you withdrawing your motion? **Altschul:** Yes. **Mastin:** Pam, do you agree? **DelaBar:** That she withdraw it, as long as I can make a motion. **Mastin:** OK, fine.

Withdrawn

Mastin: Pam, you have the floor. **DelaBar:** OK, thank you. I move that we review the policies dealing with mergers of catteries for Cattery of Distinction and hold on to any incoming

requests for such mergers until the reviewers of the policy can complete the review of the program and bring back to the board in October. **Mastin:** Are you OK with that? **Anger:** Yes. **Mastin:** Ed? **Raymond:** I am. **Mastin:** Marilee, are you seconding it? **Griswold:** No. **Webster:** I will. **Mastin:** Howard, Rachel beat you. The only reason why I called on Marilee is because you had your hand up and Rachel said she would second it. So, I've got Pam making the motion, Rachel making the second. Our attorney, are you comfortable with that? **Raymond:** Yes. **Mastin:** OK. Further discussion? **Kenny:** **Currle:** I like what you said. Just change the policy from "may" to "shall". **Mastin:** Well, I don't think we're done, because I think that's what Marilee is intending to do as soon as we get through this motion. Am I close, Marilee? Am I close? **Griswold:** Correct. **Mastin:** OK. I'm starting to read body language better, especially with these in-person meetings. It's very valuable. Was there a hand up over here? Pam. **DelaBar:** I would hope that no other motion comes up for "may" or "shall" until there is a review. I believe that it would be premature to change the verbiage today. **Mastin:** OK. Further discussion? Objections? OK. Lower your hands. I'll call for the vote. If you're in favor, raise your hand.

Mastin called the motion. **Motion Carried.** Currle, Griswold, Krzanowski, Nasin and Nye voting no. Altschul and Jensen abstained.

Mastin: Rachel, Pam, John, Pauli, Jacqui, Janet, Howard, Kathy, Russell. If you're opposed, raise your hand. Carol, Kenny, Doreann, Vicki Nye, Marilee. Abstentions with conflict. Vicki Jensen and Carissa. OK Rachel. When you're ready. **Anger:** That's 9 yes, 5 no, 2 abstentions. **Mastin:** OK. Motion passes. It passes because this was pre-noticed.

Mastin: Marilee, do you have a motion to make? I'm just asking. You don't have to. **Griswold:** Would that motion be moot, based on what we just passed? **Raymond:** I think it would be moot. **Mastin:** She can still make the motion. **Raymond:** Right, but the effect of the motion would be moot because we've already instructed that Central Office not process anything until the review is done. **Mastin:** But she can still make the motion to change the wording. **Raymond:** She can still do that. **Mastin:** And she can definitely still do that. **Griswold:** OK. I would like to make a motion to change the word "may" be evaluated by the board to "shall" be evaluated by the board. **Mastin:** Jacqui, do you second it? **Bennett:** I second it. **Mastin:** OK. So, being evaluated versus changing it is not doing anything other than doing what Pam's doing. So unless – OK, alright. That is beautiful because they're already going to do it. You still want that motion? She's already going to do it. **Griswold:** Correct. I mean, I would like to see that verbiage in the program anyway. **Mastin:** Right now? **Griswold:** Right now and going forward. **Mastin:** So my point is, the way you worded the motion, it's moot because they're already going to do that. **Griswold:** Right. I understand. That's what I had mentioned before, that changing it now is moot because it's been suspended. **Mastin:** I don't agree with that. It's not. Even though Pam's motion passed, the board has the right to change it right now, even though it's being evaluated. That is not moot. **Griswold:** OK. Then I guess my motion will stand. **Mastin:** Discussion? Pam. **DelaBar:** Just knowing that we might come up with different verbiage in the review where it's going to end up being changed to something else, as well. So, this is just for the time being between now and October. **Mastin:** Thank you for clarifying that. Vicki Jensen? You've got to speak loud. **Jensen:** So, I would object to this because every time people want to add a name to their cattery or any kind of merger, we're going to be having to hear these. If you make it "shall", then they all have to come before the board and then we become a treadmill instead of a board. **Mastin:** Keeping in mind they still have work to do between now and October. **Jensen:** OK. **Mastin:** Thank you for bringing that point. **Jensen:** Once you change a word, it's hard

to change it back. **Griswold:** This is a merger for Cattery of Excellence [*sic*, Distinction]. You can add someone to your category no problem, and that never has to come to the board. This is a merger of two catteries that come together for the purpose of counting grands for Cattery of Distinction, so that has only happened 17 times in the last 15 years. So, we're not talking about every time someone changes the ownership of the cattery. **Mastin:** OK. Any further discussion? I'm going to call for the vote. If you're in favor, raise your hand.

Mastin called the motion. **Motion Carried.** DelaBar, Huhtaniemi, Webb and Jensen voting no. Altschul abstained.

Mastin: Rachel, John, Carol, Jacqui, Kenny, Janet, Doreann, Vicki Nye, Marilee, Howard and Kathy. If you're opposed, raise your hand. Pam, Pauli, Vicki Jensen and Russell. And if you're an abstention, raise your hand. Carissa. **Anger:** I thought Vicki was going to abstain. **Mastin:** Well, Vicki's abstaining for a different reason or she's voting on this for a different reason. It's not specific. **Jensen:** It's not specific to the catteries, it's about the wording. **Anger:** That's 11 yes, 4 no, 1 abstention. **Mastin:** Can I just see the no votes again? I have DelaBar, Huhtaniemi, Webb and Jensen. That's 4. Motion passes.

(b) 44 Gatti 8-9 November Request for Exception (DelaBar).

Show Rule 3.13 states, in part,

"A ring is considered judged by a CFA judge if both longhair and shorthair specialties are judged by a CFA judge. In cases where a CFA judge only judges one specialty, and an Associate judge or Guest judge judges in the other specialty, the ring is not considered to have been judged by a CFA judge."

44 Gatti Cat Club is hosting an 8 ring show in the Malpensa, Italy area on 8-9 November 2025. Oscar Silva Sanchez is contracted to judge a longhair/shorthair specialty ring. His current status is CFA longhair approved judge and CFA shorthair Associate/CFA shorthair trainee (as of 26 June 2025). Please note Region 9 Europe is allowed to have 50 percent guest judges at a show. This is also a very busy show weekend throughout CFA and CFA judge availability is at a premium.

Mastin: OK. Alright, next new business. **Anger:** The 44 Gatti 8-9 November request for exception. Pam DelaBar, a pre-noticed motion. **DelaBar:** 44 Gatti has an 8 ring show planned for the 8th and 9th of November in the Malpensa, Milano area. They have Kit Fung, CFA judge, Carol Fogarty, CFA judge, Teo Vargas, CFA judge. As a guest judge they have Jørgen Billing, Jürgen Trautmann, Inga Ball and a specialty ring of Cristiano Perillo-Marcone as an Associate longhair judge and Gianfranco Mantovani as a guest shorthair judge, a FIFE judge. The ring in question is, Oscar Silva-Sanchez is a CFA approved longhair judge and an Associate shorthair judge, now also a shorthair trainee. Per our Show Rule 3.13, it states, *A ring is considered judged by a CFA judge if both longhair and shorthair specialties are judged by a CFA judge. In cases where a CFA judge only judges one specialty, and an Associate judge or Guest judge judges the other specialty, the ring is not considered to have been judged by a CFA judge. Any combination of Guest judges and Associate judges may be utilized once the minimum number of rings to be judged by CFA judges has been achieved.* For one, that just puts a little grit on me. An Associate judge's points are the same points that me, as an allbreed judge, gives if I was doing the same

thing. An Associate judge judges under CFA judging rules and oath and everything that quote unquote a “normal” CFA judge. What I’m asking is that we have an exception to allow his ring – Oscar’s ring – as a CFA judge approved longhair and it could possibly be that he does all his training by the time of the show, but to allow his ring to be counted as a CFA ring.

Motion: *Grant an exception to show Rule 3.13 to allow Oscar Silva Sanchez to judge a longhair/shorthair specialty ring at the 44 Gatti Cat Club 8 ring show in the Malpensa, Italy area on 8-9 November 2025 (Region 9), and approve Oscar Silva Sanchez’s ring as being judged by a CFA judge.*

Mastin: That’s your motion? **DelaBar:** That is my motion. [reads] **Mastin:** Carol, I saw your hand go up first. You’re a second? **Krzanowski:** Second. **Mastin:** Discussion. Vicki Nye. **Nye:** I am opposed to this. First of all, your Region 9 has an exception to start with – 50% guest judges. When we push it more than 50% it’s no longer a CFA show. I understand Oscar is an Associate judge but we have these rules for a reason and if we start pushing them, you know, mingling in just one more, “it’s not going to hurt.” There’s no way that Oscar is going to be finished with his training by November, so that doesn’t play into this. I mean, the show already has four guest judges from other associations, so for those reasons I don’t believe that we should push the exceptions, in part that we already have an exception for Europe to have 50% guest judges. **Mastin:** More discussion. Jacqui. **Bennett:** I read in the motion that it said judges are already premium that weekend. Do we know how many CFA judges are not currently contracted that weekend who could be contracted? I don’t believe we’re fully booked that weekend or are we? **Mastin:** Pam. **DelaBar:** We went through and I can’t fill in. I would have flown down just to do the other shorthair portion, but I’m already contracted with a different association. There is a reason that Region 9 has 50% guest judges. One, with our guest judges, we’ve been able to convert a whole bunch of them to come over to CFA as CFA judges. Secondly, this gives us the opportunity to still expand in an area that is really controlled by another association. Oscar has judged several, several times as an Associate shorthair judge. His application was unanimously recommended by the Judging Program and I think it is a slap in the face to our Associates who really helped carry this association when we had a tough time after COVID and during COVID, but that’s a standalone. I do not believe we should be equating a CFA Associate judge with a Guest judge from another association. For one, they know our standards and rules a lot better because they live with them daily. We have tried to find other judges. I worked with this club to try to find who we could possibly bring in without breaking the bank, so that’s why I brought the request for an exception to the board. **Mastin:** Thank you, Pam. Kenny. **Currle:** I’d like to ask either of the two co-chairs of the Judging Program, would this be setting a precedent? **Webb:** Yes. **Currle:** And what ramification would you perceive if we were to approve this? **Nye:** May I speak? **Mastin:** Speak. **Nye:** We already get pushed a lot from other areas in Region 9 to accept more than the allocated number per the show rule of Guest judges. Every time we get a request from Russia it’s like that, so I think we already have 50%. **Currle:** I just thought it would be important for everybody to know that. **Mastin:** Further discussion?

Mastin: OK, I have a couple questions, Vicki or Russell. How many times have we approved greater than 50% guest judges? **Nye:** None, to my knowledge. **Webb:** None. **DelaBar:** I can answer that. The first show in Estonia was put on by all guest judges. **Mastin:** When was that? **DelaBar:** That was back when we had the Icelandic volcano and our CFA judges were running around Europe because they couldn’t get anywhere. The transportation was totally

stopped – air, ferries, the whole nine yards. **Mastin:** OK, so that was an act of God, out of our control, correct? **DelaBar:** Yes. **Mastin:** OK. Was there any other time other than that? **DelaBar:** Yes. I'm trying to remember the specific show, but yes, we had – Pauli, I'm trying to remember, but we had people that couldn't get there or whatever, we couldn't get judges. The show was important, as this one I think is, and we allowed an extra guest judge. **Mastin:** Vicki, do you recall anything? **Nye:** No, I don't, but these are both cases of emergency and not pre-planned out. **Mastin:** OK. That's what it sounds like, especially the first one. My second comment is, and Rachel confirmed this is an 8 ring show, 8 judges if you go from 4 guest judges to 5, that's 62.5% are Guest judges. Whoever made the comment that when we have greater than 50% Guest judges, it's not really a CFA show, it's a guest judging show with CFA behind it. Now, let me finish, Pam, and I'll call on you. You all made me vote on Thursday for something. I'm going to give you the same recommendation I gave you on Thursday. If you don't like the rules, change the rule. Otherwise, follow the rules or you're going to have unintended consequences that you're going to have to deal with. I don't think, in my personal opinion – and I'm not a judge. I put on shows for many, many years and many of them, big ones and little ones. I don't think this meets the requirement of an emergency. That's just my opinion. Pam and then Howard, did you have your hand up? And then Carissa. OK Pam, go ahead. **DelaBar:** One, I am vehemently against us considering our CFA Associate judges as guest judges. It's two different things. I caught this in working with the club on other judges, because we had to go through the other organization. I provided them out of their own rules why their people could guest judge for us, but I caught this and I said, you know, we might have a problem, and so that's when we started looking, we researched and it was my idea to bring it to the board and, as I said, it is my firm belief that a CFA Associate judge is not the same as a guest judge from another organization. **Mastin:** So Pam, I just want to be clear on my comment. You may be correct and I may agree with it, but that's not what the rule is today. **DelaBar:** And that's why I'm asking for an exception here. **Mastin:** I know you are, but the rule today is, he is not a CFA judge or they are not a CFA judge until they are approved longhair and shorthair [*sic*, apprentice], based on what you read. OK, Howard. **Webster:** I am in favor of it. I think we have to think progressively. **Mastin:** OK, thank you, Howard. Carissa. **Altschul:** I have a question for the Judging Program in general and then a comment. How many shows were held in Asia with all or mostly Associate judges? When we first had the Tier One judges, were there not shows that were pretty much all Associate judges? **DelaBar:** They had to have one CFA judge. **Altschul:** So, they were mostly Associates. **DelaBar:** Yes. **Altschul:** They had to have one CFA judge, but they could have their other 5, 6, 7 were Associate judges. To me, that says we already set a precedent that an Associate judge is a CFA judge. I don't know about the percentages, because one-half of Oscar is actually a CFA judge. It's his other half that he is an Associate judge, so I have to read – what's the total number of rings? **Mastin:** Eight. **Altschul:** And you have 4 guests. **DelaBar:** Yes. **Altschul:** 4 and a half, if we call his Associate one, so whatever 4 and a half of 8 is would be technically not CFA. I don't like making exceptions, but I feel like we have already set a precedent of allowing or calling our Associate judges CFA judges. They are included in the Judging Program report as CFA judges. That to me says we already consider the Associate judges to be CFA judges, not guest judges. Am I right that on your report, your total number of judges included the Associates? **Nye:** They do. **Webb:** They do. **Altschul:** Then they are CFA judges. **Mastin:** Vicki. **Nye:** In the case that you are speaking, Carissa, again it was an emergency, something that there was no other alternative to start with. The country was locked down. No one else could get in. If CFA was to survive there, that was the work around. In this case, I'm sorry but I'm dealing with

not enough information. I don't have a show weekend. No one contacted me about this ahead of time to even ask or to give me a head's up so that I could look into if any judges were available. Can you tell me the show weekend? **Mastin:** November 8th and November 9th. **DelaBar:** I stated it in the motion and it was also online and pre-noticed. **Nye:** Sorry, but I was not on the board to get that. **DelaBar:** Yes, you did. It was in the email. **Mastin:** Vicki, I have a question for you. Carissa made a comment, "he's half a CFA judge." I'll get to you, Russell. Some days I'd like to be half a person, maybe at this moment right now, but anyways, do we have such a thing? Is there a half a CFA judge? **Nye:** Gavin was for quite a while. **Mastin:** Half a CFA judge? **Nye:** Yes. **Mastin:** OK. He wasn't considered a guest judge, he was half a CFA judge because he was going through his training process, correct? **Nye:** Correct. For a while he was an approved shorthair judge and Associate judge longhair. **Mastin:** OK. Would you then consider Oscar half a CFA judge? **Nye:** According to the rules, yes. As far as calculation of the guest judges percentages, then he would be considered half only when Gavin judged outside of China, since he could only judge in his approved CFA specialty. **Mastin:** OK, so there may be, I don't want to say a flaw, but maybe a flaw or a work around to what Pam is trying to accomplish here to identify he's already half a CFA judge not a guest judge, so I'm keeping a very open mind on this, while knowing what the rules states, in order to get this exception through. My biggest concern, every incident that Pam has brought up and now Carissa has brought up is not in our control – every single one of those. The situation with the Associate judges was due to a pandemic that we couldn't get people in and out and what have you, so I've got an open mind. Russell? **Webb:** OK, I'm going to stop this. I have an open date that weekend. I was holding the date for – **[unidentified speaker]** I'm open, too. **Mastin:** Why didn't you guys raise your hand when somebody asked the question? **Webb:** I thought it would just be settled, but I will do the show to stop this. **Mastin:** He is offering. **DelaBar:** So you are volunteering yourself against Judging Program rules to judge the show. **Mastin:** Hang on, hang on. Can I see the hands? OK, I got Marilee. Who else raised their hand? Doreann. Who else raised their hand? Kenny, you raised your hand. You're speaking out of turn. Kathy, that's \$10. **Webb:** 10 bucks. **Webb:** Alright, Marilee. **Griswold:** My thoughts on this is, this is not about Oscar, this is about the club asking for an exception for greater than the number of guest judges. Our rules right now say that unless that ring – this is not about Oscar – unless that ring is judged by a CFA judge in both longhair and shorthair specialties, then it's not considered a CFA ring. That's how the show rules are written, so this has nothing to do with Oscar or his abilities and if we feel like, going forward, we want to change these rules, it might not be a bad idea. This is a somewhat unique issue that comes up very infrequently that you have someone who's approved in one specialty and an AJ in the other. We have some, but not many, so this is something that we can revisit and look at, but it's not about Oscar. There's no question about Oscar and his abilities; it's more related to a show exception for the club and I do worry going forward that the club, if we grant an exception to a club, there's going to be many more clubs that say we granted this exception and that need to have it. **Mastin:** Just like we're trying to do right now. We're coming up with reasons why we allowed it previously. OK, Doreann. **Nasin:** I'm just saying there are – I just looked at flights and if it's a budget thing, it's really – **Mastin:** So you're available also? **Nasin:** Yeah, but I don't want to solicit. I'm just saying that they have other alternatives. That's all I'm saying. **Mastin:** Alright, thank you. Rachel. **Anger:** My suggestion is to table this motion, to send out an ISO email to our judges list, ask if a judge is available and willing to come judge the other half of the ring, what their proposed airfare would be and I will present those options to the club. If need be, we can bring it back online. **Mastin:** Carol. **Krzanowski:** I'll second that. **DelaBar:** But there's

a motion on the floor. **Mastin:** Right. We have a motion on the floor. Paulie. **Huhtaniemi:** I think we've got to do what Rachel says, because it's going to be the club's decision. They want to get an answer to this and then they can make the decision, maybe contact Rachel and ask a favor. **Mastin:** And then Ed, can you confirm what Marilee was saying about the show rule? **Raymond:** There's actually a specific sentence in the show rule that covers the situation. It says, *In cases where a CFA judge only judges one specialty, and an Associate judge or Guest judge judges the other specialty, the ring is not considered to have been judged by a CFA judge.* **DelaBar:** That's what I read. **Raymond:** Exactly. **Mastin:** I just wanted to confirm that we're lucky to have the Chair of the Show Rules at all these meetings, and Pam did read that in the beginning. **DelaBar:** Yes, I did.

Mastin: OK, so Pam, what are you doing? **DelaBar:** I think we should vote up and down so we have it on record, and then if Rachel wants to make a motion to survey the judges and see. If it fails, then that's the way I would go. **Mastin:** OK, great. In addition, wherever this falls we should also look at the rule. This will open our eyes, too. **DelaBar:** That is another thing. I've already told Ed I will be coming in for October with a change to [Show Rule] 3.13. **Mastin:** OK, great. I've got to call for the vote on this. If you're in favor of Pam's motion, raise your hand.

Mastin called the motion. **Motion Failed.** Altschul, DelaBar, Huhtaniemi, Moyer and Webster voting yes. Anger abstained with conflict.

Mastin: Pam, Pauli, Janet, Howard and Carissa. If you're opposed, raise your hand. John, Carol, Jacqui, Kenny, Vicki Jensen, Doreann, Vicki Nye, Marilee, Kathy and Russell. If you're abstaining with conflict, raise your hand. Rachel. OK Rachel, when you're ready. **Anger:** That's 5 yes, 10 no, one abstention with conflict. **Mastin:** Motion fails.

Mastin: OK, next motion. Go ahead. **Anger:** I'd like to move that I send out – can I move that I do something? – that I send out an ISO “in search of” email to our judges list, offer judges an opportunity to respond if they're available and willing to judge the show, and what their proposed airfare would be or if they want to volunteer their airfare. **Mastin:** Specific to this show. **Anger:** Specific to this show. **Mastin:** OK, very good. Russell, you seconded it. Further discussion? Pam. **DelaBar:** I do have a question back. We do have a judge with a valid longhair contract. Who cancels it and for what reason? **Mastin:** Vicki. **Jensen:** Are we in open session? **Mastin:** Yes. **Jensen:** And we're talking about people? **Mastin:** They're not – **DelaBar:** We're not talking in the negative. **Mastin:** It's not negative. We're good with that. Marilee. **Griswold:** Pam, I would think that's up to the club, so if they want to keep Oscar's longhair contract, then they can do an “in search of” for a shorthair, an approved judge that can do shorthair, but if they don't want that, they can release him from his contract and get a CFA judge that can judge both specialties. It's a club decision. **DelaBar:** It's a bit more than that but I have to respond back to the club. **Mastin:** OK. Any further questions? Are there any objections? **Huhtaniemi:** Yes. **Mastin:** You are going to object? **Huhtaniemi:** Yeah, because I think it's not how to send a letter to the judges list. The request must come from the club. It's their decision, not ours. They have to first decide what they're going to do with Oscar. **Mastin:** Rachel. **Anger:** To officially state the procedure that I had in mind in this motion, it would be to inform the club that the original motion failed and here's your options. What would you like to do? **Mastin:** So, you want to change your motion? **Anger:** Yes. **Mastin:** Let's change it. **Anger:** I'm going to amend it to say instead of just send an ISO email, to offer to 44 Gatti to send an ISO email etc., and I didn't

imply that we would void Oscar's entire ring. It's for that shorthair portion that's in question.

Mastin: OK. Russell, do you agree? **Webb:** I agree. **Mastin:** Is there any further discussion on that? Paulie, great job. Thank you for making that comment. Are there any objections? Seeing no objection, motion passes unanimously.

The motion is ratified by unanimous consent.

(c) *Restore Officer Stipends (Currle).*

Motion: Reinstate officer stipends to normal levels for the positions of CFA Secretary and CFA Treasurer.

Rationale: The excessive and ever-increasing work and duties of both of the positions demands fair compensation. These vital positions are a vital part of our business responsibilities. At the restored amounts, CFA has a bargain, as the cost of hiring employees to do the same amount of work would easily be many times the amount of the current full stipend.

Mastin: OK, what's the next one? **Anger:** It's to restore the officer stipends. Kenny Currle. **Mastin:** Kenny? **Currle:** Yes. My motion is to [reads]. Before I read the rationale, I don't need to read the rationale. It's self-explanatory. I had discussions with the other two members of the executive committee and both of them agreed that these individuals do 24 hour a day work for our organization. Just so if you want to know the figures, it's about \$281.75 a month increase for each of them, \$9.25 a day and \$1.15 an hour, based on an 8 hour workday. That's my motion. **Webb:** I'll second. **Mastin:** I have Vicki has got her hand up first. Vicki, are you seconding this motion? **Nye:** No. Should this be in closed session because we're discussing salaries? **Mastin:** No. I'm OK with this. Are you OK with this, Ed? **Raymond:** Yes. **Mastin:** I'm OK with this. We will only go in closed session once somebody says it's disrespectful to the two individuals. Then, we will go in closed session and we will redact that from the open session transcript. **Currle:** I'll make a motion. **Mastin:** You made the motion. I've got your motion. **Currle:** Should we make a motion to go to closed session? We can vote on it just so you know, but I wanted to keep this in open session. **Mastin:** OK. Were you seconding? **Webb:** Yes. **Mastin:** OK, Russell is seconding, so we've got the motion from Kenny and Russell is seconding.

Mastin: OK, it's open for discussion. Jacqui? **Bennett:** I obviously was not here for the original decision, so I'm asking questions and I mean these in the most respectful way. The way I read this, and I could be reading it completely wrong, is that we have two grossly overworked board members who are doing a huge amount of work. The amount that Kenny is talking about is, quite honestly, a short-term band-aid to a very long-term problem. Have we reviewed what we are expecting? Financial-wise, I can barely balance a checkbook so I'm not even going to guess at the work that Kathy does, but I can see the work that Rachel does. Have we reviewed what we expect Rachel to do and looked at what is non-value added or given her an assistant, either from the board or from a volunteer, to help her with this level of work? Because the amount of work she does, even for this amount, that's an insult. We are a volunteer organization. Have we given her an assistant on the board? Have we talked about using an AI tool like Microsoft Teams? Have we eliminated the requirement of having verbatim minutes? Why can't we just have the minutes we used to have and they can go look at the transcript? What are the things we are asking her to do that are taking a gross amount of her time that really aren't adding value to the company? I would say that is a better solution than insulting her with a couple hundred bucks a month and saying that's all your worth. **Mastin:** Jacqui, thank you. Rachel? **Anger:** First of all, I do use AI. If any of you use it with recordings, it's just words. It is a benefit to me. Does it cut the time it takes for me to do my job? No. What it does is allow me to pay a little bit more attention to what actually went on during the meetings. A lot of times, I'm counting ballots, I'm doing other things, and frankly I miss some important things sometimes. So, that, to me personally as a board member, is a huge benefit of AI. As I'm looking at the words, I'm formatting things. There's an

option to recognize voices. It doesn't. When you have two people talking, it's impossible. In a meeting like this where I don't have the online recording from our Zoom meeting, the sound quality will be sketchy at best. So, there's some educated guess work that goes on, but AI is only a tool. Is it going to lessen my workload? No, it's not. Thank you for saying that about the amount. I've always considered the stipend to be more of an honorarium, a token of appreciation by the board. If Kathy and I received what we earned in the private sector, we would be talking 10 times, 20 times this amount of money. To have an assistant, I don't know what they would assist with, really. **Mastin:** OK Rachel. **Anger:** It's one of those things where I'd rather do it myself so I have the control and know what's going in and can vouch for the accuracy of what I give our constituents. I am accountable for that. Do we need a word-for-word transcript? It's amazing the amount of times I'm requested to research something and I have to go back and find the exact discussion. Since I took this chair in 2002, we've always had a full transcript. It has never been just Cliff notes. Other associations have in-house staff that do this job that are paid market value. Frankly, I do this as a token of my love for the association and my devotion to our constituents. It is a volunteer association. I volunteer plenty, and on top of that I do my secretary work. So, as far as defending and explaining what I do, I hope that's enough information.

Mastin: Thank you, Rachel.

Mastin: Kathy? **Calhoun:** I don't want this to be taken as – I don't think either one of us or anybody needs to defend their work or what they do. As Treasurer, there's a great amount of work that has to be done. It's managing and monitoring and watching all the financials of the association at a very detailed level. I think one of the other things that we need to keep in mind is that both Rachel and I bring things that we need to do to move the organization forward. We talked about some of that on Thursday. The strategic planning – we've had strategic planning many, many, many years, but unless we are willing to do the follow-up work to ensure that the plans are executed, that there's budget associated, that there's timelines and those sorts of things, we can flounder. I get it that we are in a situation where we need to make sure that we are prudent on what we spend, but I do think that it is prudent that we use those tools, and execute our organization moving forward using those tools to address the issues that we have. I think that that's very, very important. Yes, Rachel makes a point. If you went on the market and you tried to replace these roles, it would be a tremendous cost. There's a lot of volunteerism that is not included in our quote unquote "jobs" that I think that we just need to make sure that we need it to happen and that it's valued and I think that the amount, a couple hundred dollars, is not so much the amount, is the perception that it's worth it or not.

Mastin: Pam. **DelaBar:** One, I just showed Ed, it was caught up in my paperwork, my 1099 from 2009 when I was president, for \$7,999.97, but it's not the money. When we had the budget meeting, when we got through and we saw what our budget was going to be for this year, I think I correctly remember in the middle of the night moving that we reinstate the 25% that was taken away. My problem is, this was brought up and I need to see figures. What are we coming from? What are we going to? You know \$281 a month does not sound like much, but how does it fit into the scheme. Where are you now, what do we want to go to? Because I don't think anybody at this board is going to say you're not worth it. **Mastin:** Carissa? **Altschul:** I will never say that what Rachel and Kathy do and the rest of the paid people at the board is not worth it, but we just presented to the delegation a \$242,000 loss. We all just took an oath to be fiduciarily responsible for the association. We made some very, very difficult cuts this past year. We cannot walk that back until the association is in the black. Jacqui, they're not just getting – we're not

talking about giving them \$281 a month. They're already getting \$1,000 a month. We walked it back from \$18,000 to \$12,000. [sic] **DelaBar:** No, no, no. That's not right. **Altschul:** They are still – we're not talking about – they're not down at zero. Is that correct? They do still have a stipend. We did walk it back some, because we looked at the association and we said everybody is going to have to tighten their belts. We are asking the exhibitors and the breeders to register all their kittens, to pay more money, and then we turn around and we undo decisions that we made which were very, very difficult. Let's revisit this in a year. If we manage to actually stick with the budget that we passed and we make money, then we come back. Give it a year to see if we can turn this association around. We made such difficult decisions. We raised everything practically on the exhibitors who are the backbone of this association. They give so much. I don't know how a single one of us could walk into a show hall after this if we voted yes and look those exhibitors in the face who are paying so much money to attend our shows and say, "whatever, we're just going to spend more money." We can't, please. I understand why and it's not to devalue what anyone does here, paid or unpaid, but please, we have to be fiscally responsible. **Mastin:** Further discussion? Rachel? **Anger:** I just want to say one thing in my own defense. The job has increased exponentially. We have monthly board meetings that last until 4 in the morning. To transcribe something like that, to give you an idea of the ratio, 15 minutes of board time is about an hour and a half of transcription and the total reformatting and making it camera ready to be published. We used to have quarterly meetings. We had 3 meetings a year. Now we have 12 meetings a year. Sometimes we have multiple meetings in the same month. This board wants transcripts of those meetings, they want minutes of those meetings so they can track what happened and have a historical record. So, the work has increased fourfold from the time that we originally established the stipends in June 2020 in an open session before our delegates. **Mastin:** Kenny, I saw your hand up. I'm going to call on you last because you made the motion. Vicki Jensen. **Jensen:** I would suggest that we reduce back the number of board meetings per year. I wasn't here the year before, but I don't know that we're really making that much more progress by having – **Currle:** Point of Order. **Mastin:** Point of Order. We're not discussing the schedule. We can discuss the schedule when we're on the schedule. OK, Pauli. **Huhtaniemi:** CFA has always relied on people doing something voluntary. Judging Program Chair, she does a lot of work. She doesn't get any compensation. Officers, I say you do a lot of work but when you sign up there is no saying that you're going to get compensation of \$18,000 per year [sic], so I even didn't know that officers get compensation before I read the budget, so I'm not in favor to change the current fees. I would like to keep them as they are now and like Carissa said, we can move the fees. It depends next year when we talk about the budget. That's all. **Mastin:** Kenny? **Currle:** Somebody told me the importance of these two individuals. They need to be on call 24 hours a day. On many occasions during my tenure on the board, we run into emergency situations where people need to be relied upon. I understand what you're saying about volunteer or a colleague, but compensation has been long established years and years ago, and I'm not saying that they rely on this income but it's a reflection of their over and above dedication to this organization and that's hard to put a dollar value on. I voted against the cut when we came up to the Budget Committee. I remember at times in the recent past that we gave people on the board who were part of the Judging Program \$6,000 just for the job they did during COVID, so we can afford this and I don't think it's going to really break our backs in doing this. I'm certainly going to support it and I certainly hope the majority does. Thank you.

Mastin: Pam? **DelaBar:** Can we have the figures? Where are we now? What are we going to? **Mastin:** Kathy? **Calhoun:** The Treasurer's and the Secretary's compensation is

\$13,500 not \$18,000. I'm not sure where – **Mastin:** And what is it right now? **Currle:** \$13,500. **Mastin:** That's what it was, right? **DelaBar:** That's what it is now. **Anger:** No. **Calhoun:** \$13,500 or \$1,125 per month is what we were getting before it was cut. **Mastin:** What are you getting now? **Calhoun:** Let me pull it up. **Mastin:** The \$13,500 was reduced by 25%. **Anger:** \$10,125. **Mastin:** They are getting \$10,125. **Calhoun:** Right, divided each month. **Mastin:** I'm getting there. I'm getting it by month so you have it. It's \$843.75. So Kenny's motion is, he wants to reinstate what they were receiving They were receiving \$13,500. They are currently making \$10,125. This is for the year. That's the numbers. The increase or the return is \$3,375. Kenny took that number, divided it by 12, it's \$281 and change. I didn't write that number down. Kathy. Put your hand down if you are making me wait. This is valuable time for John. He wants to get on the road. Janet, you've got to leave by 11, right? If you are not ready, I'm going to speak on this. **Calhoun:** I want to get it down to the penny. Hang on. **Currle:** \$1.15 an hour.

Mastin: Here's the thing. There's good arguments on both sides of this. I must say, if you know who I am, I'm a workaholic and I want to give back to everybody and help everybody. That's just my nature. That's where I come from in my business. That's how I am. I take care of people who take care of the business. Yes, CFA had reductions in their net operating income. I say "net" because it's not the bottom line, because we are not taking into consideration how well our long-term investments perform. This is net operating income. Everybody in this room is important to me. Some are more important to me than others, based on the work they do. That's just the way life is. There's four people in this room – four of them – that I have access to 365 days a year and if you know me, I am communicating 365 days a year. We are a global organization. We're open 24 hours a day. My phone is by my side all the time. If it's not working, then you can't reach me. We get motions that come in early – 3 in the morning, 2 in the morning, whatever. I have direct contact with them by text message in order to get these motions completed. The four valuable people to me in this room starts with the Executive Director, Allene. The next one is our attorney and the other two is Kathy and Rachel. These people are invaluable to me, they're invaluable to the organization. I'm not speaking on behalf of myself. I'm not speaking on Russell's. I'm speaking on these two people who deserve more – a lot more – than what Kenny is asking for, and I know that's not what the situation is. These two folks are giving you a deal. What we should be giving them are increases, but we can't afford to give increases. When you're in business and one year you perform great, we didn't hand out bonuses to these people. When we had \$200,000 increases and \$300,000 increases, I think one year we were up close to \$600,000. We weren't handing out bonuses to the people, we just said, "good job, get back to work." Now, we're saying well, "we had two bad years, cut their pay, cut their pay, get rid of that committee, get rid of this committee." That's not how you treat people. Absolutely not. If you want a successful company, you have to treat people good. You treat people good, they will treat you good. I know I'm the boss in my business and I'm not really the boss here. This table is the boss. We have to treat people good. You treat your newest employee the best you can, you'd be surprised how well they take care of your customers. If you treat them poorly, they're going to treat your customers poorly. You treat key people poorly, they're going to treat their employees poorly. It was a bad decision. I kept out of it. I'm not keeping out of it anymore, because this has to do with Kathy and Rachel. They deserve it. Bottom line. The decision we made, we thought we were making the right decision. I totally disagree with it. I've only been in business for 48 years. I know I don't look it, some people say. It's 48 years I've been very successful doing it. This is not how you do it. Bad business. So, rethink your position on this. If you're minds are already made up that we cannot afford \$6,750 to take care of the

people that take care of all of us, shame on us for doing that. Kenny? **Currle:** Thank you, Captain Jack. **Mastin:** Who? Who is Captain Jack? **Anger:** Oh, from the costume contest. **Mastin:** Jack Sparrow. OK. Do you have a final number? Because I want to call the question on this. **Calhoun:** The compensation for the Treasurer and the Secretary is \$843.75 per month. That's \$10,125 in a 12 month period. **Mastin:** If they work, if they work anything like I work, they're putting in probably 30+ hours a week. I don't know. It could be 40. I know how much time I put in this. They're working a lot. I'm calling the question. No more discussion on it. If you're in favor, raise your hand. **DelaBar:** Based on why I voted on the budget to begin with.

Mastin called the motion. **Motion Carried.** Altschul, Huhtaniemi and Moyer voting no. Anger and Calhoun abstained with conflict.

Mastin: Pam, John, Carol, Jacqui, Kenny, Vicki Jensen, Doreann, Vicki Nye, Marilee, Howard and Russell. If you're opposed, raise your hand. Pauli, Janet and Carissa. If you're an abstention with conflict, raise your hand. Kathy and Rachel. **Anger:** It's 11 yes, 3 no, 2 abstentions with conflict. **Mastin:** Motion passes. I am thankful for it. We're going to be better for this. It's a good decision. Thank you

[**Krzanowski** and **Moyer** leave the meeting]

(d) *Allowing Changes to Registered Owner and Name for Show-Entered Kittens (Calhoun).*

Motion: *It is hereby moved that registered kittens entered in at least one show, as well as kittens possessing a Temporary Registration Number (TRN) that are entered in at least one show be permitted to change the registered owner's name and/or the registered name of the kitten one time between the ages of 4 months and 8 months of age at no charge. It is hereby moved that a kitten originally registered with its breeder as its owner may be transferred with a new name to a new owner once at no charge prior to reaching 8 calendar months of age.*

Rationale: *Flexibility for Breeders: Kittens are often shown to determine their readiness and/or temperament to show. This motion, if passed, would allow a change for a registered kitten or a kitten registered with a TRN without being subjected to duplicate registration costs. This motion provides increased flexibility for breeders acknowledging that ownership or naming decisions may evolve as kittens participate in shows and their potential becomes more apparent.*

Mastin: Next new business? **Anger:** Is allowing changes to registered owner and name for show-entered kittens. Calhoun, a pre-noticed motion. **Mastin:** Kathy? **Calhoun:** This conversation started when we started to talk about kittens being required to be registered or have a TRN to show and knowing that people can take several kittens to a show to understand who may have the personality to show, how do they perform in the ring, how do they like it and they may decide to keep one of those kittens and place the other kittens, but they would have to pay another registration fee. So, that's when that conversation started, and really, is that an incentive or a deterrent? Then we started to think, and actually I have to applaud Ed because he started to think about, that's not just a deterrent if someone wants to show a kitten, that's a deterrent to registering full litters in the first place. If you pet it out, you have to do it again – be registered or assign a name and those sorts of things. So, I had a conversation with Allene and how much does it really cost the Central Office to be able to do this and make the changes. You know, it's not a zero but it's not a huge amount of money to do that, so what the recommendation is, is for all kittens that are registered to have the opportunity to change the name and the owner one time between the time that they are registered, which would be 4 months at the best, until they're 8 months old – one time, one change, no charge. So, the incentive then, what we really want to do is to have every kitten registered, so we're trying to take away the obstacle that may be in front of people why they don't do that. So, they have to do this before they're 8 months old. You do it one time, one time only, no charge. This will be monitored and reported as to how this impacts CFA from a financial standpoint, but we are ahead of the game by increasing the initial kitten registration. That is the group, that is the body that we are after – increasing the number of kittens that are registered. This takes away one of the obstacles of doing so. **Mastin:** Cathy [Dunham], did Darrell and Carol leave for good? **Dunham:** Yes. **Mastin:** Both of them did? **Dunham:** Yes. I'll announce it here that they have what they need. **Mastin:** OK, so they left. We still have a quorum. Can you make your motion, or do you want Rachel to read it? **Calhoun:** Read it, yeah. I don't have it in front of me. I just shut down my computer. **Mastin:** Rachel, would you read Kathy's motion? **Anger:** Sure. [reads] **Calhoun:** That's not it. That's the other one I sent you. **Raymond:** Do you want me to read it? **Anger:** That's the one I got in your email. **Raymond:** There's a new motion. **Anger:** I'm sorry, I didn't get that. **Mastin:** We need to read the motion and then Vicki, I'll call on you as soon as we get the motion and a second. Unless you have an emergency. Do you have an emergency? **Jensen:** No **Raymond:** Kathy, I have it in front

of me. Do you want me to read it? **Mastin:** Yeah, let Ed read it. **Raymond:** *It is hereby moved that a kitten originally registered with its breeder as its owner may be transferred with a new name to a new owner once at no charge prior to reaching 8 calendar months of age.* **Calhoun:** So moved. **Mastin:** OK, may I have a second? **Webb:** Second. **Mastin:** Russell seconded. **Anger:** Thank you. **Mastin:** I'm going to call on Vicki first, then Pam. Vicki, you had your hand up first. **Jensen:** Yes, how much does it cost to change the name? **Mastin:** Allene? **Tartaglia:** A corrected certificate at this time, I believe we raised the fee to \$20 for a corrected certificate. That's what it would be considered. **Jensen:** I like the idea but I also think that free shouldn't be it. Maybe half price, \$10. That way we're still getting income but we're not penalizing people for wanting to change the name. **Mastin:** So your recommendation is, instead of free, half price. **Jensen:** \$10. **Mastin:** I've got a call on Pam, then Jacqui. **DelaBar:** Unfortunately, this has some negative ramifications, because we deal with other organizations and when they go – I've talked with Europe where yes, many CFA kittens go to FIFe and to WCF and to independents. Once it's established in their registries, then we are changing the history of that cat by allowing a name change, because they're not being tracked then by CFA registration numbers, they're being tracked by their organization numbers, and I think this is a dangerous precedent to set. **Mastin:** OK, Jacqui. **Bennett:** How many – obviously maybe not a hard number – how many of these changes where you register a kitten and then within the 4-8 month period, you give it to somebody else and change the owner's name. How many times does this happen a year? What kind of volume of income are we talking about? **Tartaglia:** Currently, we don't track it to that detail. We have corrections but we don't then separate it out by what type of correction it is, if it's a cat that was shown and they're changing the name or changing the owner. The requests come in. I don't know if we can pull that data. Yeah, well we can as long as they don't have any titles. We currently have rules that say you can't change a cat's name if they have a title, if they earn points in a show season towards national wins – regional/national points. **Mastin:** These are, you can't change the name, correct Allene? **Tartaglia:** You can't change the name without the breeder's permission to change the name. No litters registered, which of course you wouldn't think with 8 months old. So, there's already current rules that you have to follow to change the name. Not owner's transfer. It's the name. There are certain rules. **Mastin:** John. **Colilla:** I'm heading out. Do you have enough to make it valid? **Mastin:** We're OK. We have 14 right now. No, we have 15 because Kenny came back and he didn't leave, so you're good. **Colilla:** Thank you. [Colilla leaves the meeting] **DelaBar:** And my greetings to your wife. **Mastin:** He didn't hear you. **DelaBar:** I tried.

Mastin: Pam, I don't mean to belabor this, but can you explain again what you just said? **DelaBar:** When we sell a kitten to somebody who registers in another association, they have to come under their association's registration number. So, once that transaction happens, we have no control over it. But if somebody wants to change the name – let's say the kitten is shown once and then it goes to a new owner, it matches Kathy's criteria and it goes to a new owner in another association, gets a new registration number, and then, oh by the by, it's known as that name when it's sold, yet it's for whatever reason changed in CFA because we don't have the control basically on the name, then the history of that animal changes and subsequent generations of that animal changes. Not only does it affect CFA, it affects that other organization and any subsequent organizations that the progeny goes to. That's what I'm saying. When you start messing with the history of the cats, then we need to take a step back and protect our history. **Mastin:** Howard. **Webster:** I think it's a bad idea. It was made for basically a few reasons, but I think we should keep it. **Mastin:** Remember, you gotta speak loud, OK? **Webster:** That it should stay the way it

is. **Mastin:** Kathy. **Calhoun:** So, I just want to understand Pam, because I'm not quite clear on what you're – so you're saying you have a kitten, it's registered, it has a name, it's Fluffy, and the kitten gets sold to someone who's going to show it in a different organization. So, the registration number goes away because it's going to be under the other association's registration number, but Fluffy, the name would stay. Is that what they're trying to track? **DelaBar:** When you transfer a cat from CFA to another organization, I have to show myself – let's say I sell in Norwegian to FIFe. I have to provide a pedigree that shows me as the owner and the registration shows me as the owner and then the contract, so they have our information as, Isn't It Cute Fluffy and with the CFA number. It goes to the FIFe secretary of that federation, of which there are 44 federations in FIFe now, I think, and they give it its LO-whatever number, so it's under a different registration number now, but it will still be Isn't It Cute Fluffy. Now, if all this paperwork – and it takes time to get this – during this period of time, Fluffy makes some finals or whatever and they decide the cat needs a better name, but you've got the paperwork of Fluffy over here with a different registration number and then you've got it as Isn't It Cute I'm So Special over here. When it starts changing names and numbers, we have problems and it gets far too involved to try to correct the history of these cats. I understand the intent, but I'm also going to tell you in Europe, we best be having registered cats and kittens and microchips, etc., by the time they leave our house. So, you know, it does make a big difference. **Calhoun:** But the registration number has changed to the new association. **DelaBar:** Correct. **Calhoun:** It's just the name. **DelaBar:** The name probably will stay the same of whatever is on that registration certificate and the pedigree. **Calhoun:** Does it have to? **DelaBar:** Yes. **Calhoun:** If it's registered in another association, they can't change the name? **DelaBar:** Correct. **Calhoun:** So, the loss is that you can no longer identify the cat by the name. **DelaBar:** Correct, or the registration number. **Huhtaniemi:** We are forcing every kitten to be registered because we want to earn some money to CFA. Now we're trying to offer something weird and allow the name changes for free, and we're losing the money. **Calhoun:** No, no, no, no, no. **Mastin:** Kathy, you can't talk until I call on you. Pauli, continue. **Huhtaniemi:** So, I'm not supporting this idea. **Mastin:** You're not supporting it? **Huhtaniemi:** I'm not supporting. **Mastin:** OK, thank you for clarifying that. Kathy, your motion. Do you have closing comments? **Calhoun:** What we're trying to do is increase the number of kittens that are registered and remove an obstacle that may prevent them from doing so because they can't make a change without re-registering the cat. The forecast for this is that it would be one more thing that would increase registration because you're removing this secondary registration. **Mastin:** Is that it? OK. **Calhoun:** So I think that we should move forward. **Mastin:** Alright. If you're in favor, raise your hand.

Mastin called the motion. **Motion Failed.** Anger, Calhoun, Currle and Nasin voting yes. Jensen abstained.

Mastin: Kenny, Rachel, Doreann, Kathy. If you're opposed, raise your hand. Pam, Pauli, Jacqui, Vicki, Marilee, Vicki Nye, sorry. Howard, Carissa, Russell. Are you in favor of your motion? **Calhoun:** Yes. **Mastin:** OK, Kathy. Jacqui, I called you. Oh, you were against. I'm sorry. **Bennett:** Against? **Huhtaniemi:** This was against. **Mastin:** I'm sorry that was against. That's right. I'm getting a little confused here. If you're in abstention, raise your hand. Vicki Jensen. I think that's what confused me. I didn't see your hand go up twice and I'm like OK what happened? OK so when you're ready. **Anger:** It's 4 yes, 8 no, one abstention. **Mastin:** Motion fails. You said eight no, one abstention that's thirteen. We have 13 in the room.

(e) Star Awards.

Darrell Newkirk – ID Committee

Pam DelaBar – Chief Note Taker

Ed Raymond – Show Rules Committee

Diamond - missed

Marilee Griswold – Judging Program 5 years file administrator

Carol Krzanowski – show rules committee and club membership

Kathy Calhoun – Budget and Finance

Mastin: OK next we have awards. Cathy. **Dunham:** Friday at the delegates meeting, we had some Star Awards and Diamond Star Awards that did not get awarded. Not sure how that happened, but we want to acknowledge those people now. Star Awards. Darrell Newkirk was here but had to leave, so I did give him his award. It was in relation to his work as the ID Committee Chair. Pam DelaBar, would you come up here, please? Pam is being recognized for her stellar job in note taking and letting all of us know before Rachel has a chance to transcribe everything that's going on. **Mastin:** Kathy, it's chief note taker. **Dunham:** Chief not taker, yes. **DelaBar:** Not an alternate, but the chief. **Dunham:** Ed Raymond, would you come forward? Ed took on a challenge by becoming the Chair of the Show Rules Committee and we commend him for all of that work and I appreciate being a member of his Committee. Carol Krzanowski had to leave so she could catch her plane. She was elevated to a Diamond Star Award for her 10 plus years on the Show Rules Committee, so she has her award and we appreciate all of her efforts being the board liaison and taking care of us all. Marilee Griswold, could you come forward? Marilee is being recognized as a Diamond Star Award winner for her 5 plus years as a file administrator. Kathy Calhoun. Kathy was elevated to a Diamond Star Award winner for her continued commitment to the budget and finance work that she does for the association. Those were the awards that were missed and I'm sorry for that. They should have been announced at the delegates meeting but we wanted to recognize everybody. Thank you. **Mastin:** Cathy, thank you. **DelaBar:** Cathy, I'll put it in the notes. Don't worry

(61) BOARD MEETING SCHEDULE.

**CFA Board of Directors Meeting Schedule
August 5, 2025 – July 7, 2026**

Regular Scheduled Meetings:

August 5, 2025 (Tues.), 7:00 pm – 11:59 pm ET

October 4 & 5, 2025 (Sat. & Sun.), 10:00 am – 6:00 pm ET (both days)

December 2, 2025 (Tues.), 7:00 pm – 11:59 pm ET

February 7 & 8, 2026 (Sat. & Sun.), 10:00 am – 6:00 pm ET (both days)

March 11, 2026 (Wed.), 8:00 pm – 9:00 pm ET (preliminary Annual Budget Review)

April 7, 2026 (Tues.), 7:00 pm – 11:59 pm ET

June 25 & 28, 2026 (Thurs. & Sun.), 9:00 am ET - ? (in-person in Syracuse, NY)

Emergency/Strategic Planning Session Meetings:

July 8, 2025 (Tues.), 7:00 pm – 11:59 pm ET

September 2, 2025 (Tues.), 7:00 pm – 11:59 pm ET

November 11, 2025 (Tues.), 7:00 pm – 11:59 pm ET

January 6, 2026 (Tues.), 7:00 pm – 11:59 pm ET

March 3, 2026 (Tues.), 7:00 pm – 11:59 pm ET

April 28, 2026 Emergency, (Tues.), 7:00 pm – 11:59 pm ET (for end of season scoring concerns & final approval of Annual Budget if necessary)

May 5, 2026 (Tues.), 7:00 pm – 11:59 pm ET

June 2, 2026 (Tues.), 7:00 pm – 11:59 pm ET

July 7, 2026 May 5, 2026 (Tues.), 7:00 pm – 11:59 pm ET 7:00 pm – 11:59 pm ET

Meeting Information:

All meetings via Zoom, except June 25-28, 2026 *(In-person Syracuse NY, Annual Meetings).*

Tuesday evening meetings begin at 7:00 pm and will end by 11:59 pm ET (Eastern Time).

Emergency meetings are for emergencies that cannot wait until the next regularly scheduled meeting or for Strategic Planning Sessions.

Unable to attend - Contact Secretary Rachel Anger at camberwel@aol.com / President Rich Mastin at rmastin@cfa.org /585-455-7089

Mastin: OK, next is schedule. **Anger:** Correct. **Mastin:** Vicki Jensen, you had a comment or question or request on the schedule. Speak loud. **Jensen:** I could do a whole lot more for CFA if I wasn't in a meeting every two weeks. I'm asking people that have been on the board for more than the one year that I have, are we really getting that much more done than you guys did when you only had the six meetings a year? **Mastin:** When I became President, Darrell was doing meetings every month, because we had emergency meetings and we had something. I think there was maybe one month we didn't have anything, so we ended up having 11 meetings. In addition, we also had the preliminary budget review meeting. **Jensen:** Was that during COVID? **Mastin:** Well, the last year may have been. Yeah, it was during the – because I was elected in 2022, so 2021-2022, that was in the second year of COVID, so yes. I was elected in 2022. **Anger:** Right. **Mastin:** Did you have your hand up, Kathy? **Calhoun:** I took it down. **Mastin:** OK, Carissa. **Altschul:** I believe it's in the bylaws that if you miss a certain amount of meetings, you are removed. Since we have increased the amount of meetings, I know we can't change it but we might probably should present a bylaw amendment next year that we go by percentage of scheduled meetings versus total number, because this is probably going to continue for a while and if somebody had some sort of medical emergency occur, it is possible that they might miss meetings due to other circumstances and our hands would be tied. **Mastin:** I agree with changing the bylaws, but this did come up because Pam mentioned it to me and I brought it to Ed and Ed, is it automatic removal or how is it worded? **Raymond:** That's what I'm looking at right now. **Mastin:** OK, we just want to confirm that because I believe the bylaws also state we cannot remove a regional director. **DelaBar:** But you have to call for an election. **Mastin:** Right. You can't remove a regional director. **Altschul:** Follow up question? **Mastin:** Go ahead. **Altschul:** This is for Ed, too. For someone who either comes in late due to work obligations or has to consistently leave early due to work or travel obligations, does their attendance even for part of the meeting count? **Raymond:** I think it counts because they are part of the quorum. So, the bylaw provides that a director-at-large can be removed by a vote of the member clubs. I think it's two-thirds of the member clubs or by two-thirds of the executive board for cause. One of the definitions of cause is failure to attend a certain number of meetings, so it's not automatic. There has to be a vote of the member clubs or two-thirds of the executive board. When you're looking at regional directors, cause is still the same but only the member clubs in that region can vote to remove a regional director. So, nothing happens automatically because you miss three meetings in a row. **Mastin:** Pam. **DelaBar:** There are 19 meetings on this schedule. **Mastin:** Is that what there is? **DelaBar:** Yes, if I'm counting two meetings for October 4th and 5th. Someone gets ill, hospitalized, I think we don't have anybody young enough to be on any military reserve or anything like that that gets called, any problem like emergency strategic planning when we might not have an emergency but then somebody wants to have a strategic planning. Do we need this every month? Are we going to be more effective doing it on a quarterly basis? **Mastin:** Kathy, I

need you to pay attention. Sorry, I know you're working with Doreann down there. This is specific to you because you're in charge of strategic planning. The question is, every other month we have emergency/strategic planning and I'm going to say right now, unless there's an emergency – an emergency is the house is burning down – we are not going to meet on July 8th. It's too soon. It's less than two weeks, but it's there for the board in case we have it. Same thing for next year. If you look at the schedule, I have an emergency meeting July 7th whether I'm the president or not the president. It's for the protection of the board. It's already scheduled based on our new bylaws change, 15 day notice. So the question to you, Kathy, from Pam is, do we need to have strategic planning every other month. Can we get this done more on a quarterly basis?

Calhoun: No. **Mastin:** Because I'm not going to call an emergency meeting unless it's an emergency and if we have an emergency meeting because there's an emergency, if there are motions coming forward, we'll deal with them so we don't drag out the next meeting, but otherwise, I'm not going to call an emergency meeting unless it's an emergency. Go ahead Kathy. **Calhoun:** So, if there's an emergency meeting, we will try to pair that with strategic planning, if there's an emergency that warrants a meeting. If there's no emergency meeting, we will pair it with the next board meeting. **Mastin:** Does that sound – let me do Marilee first, then Pam. Marilee. **Griswold:** That sounds like a very good plan because some of the strategic planning takes a bit to move forward and take some time, so meeting every other month on it might be a little bit too short of a time frame to implement any changes from the previous meeting. **Calhoun:** Well, if there were – **Mastin:** You can't talk. Your hand was up and you put it down. Pam is first, then you. **DelaBar:** What I'm going to say is that for updates, we can always update Kathy and say, "hey, this is where we are at this point in time" and I can do that during the day and not at 2 o'clock in the morning. Same thing for Pauli. So, we can have informal updates so Kathy can update her chart or we can say, "hey, we've run into a real roadblock, I want you to be aware of this." It's called communication and if we can communicate this informally, then we're still getting the job done but maybe in a bit more effective way of doing it. **Mastin:** OK Kathy, go ahead. **Calhoun:** It would be awesome if we did that, but experience says that unless called upon to deliver, things tend to linger, but I do understand the value of time, so I would like to continue with what we have here. If there's an emergency meeting – and I'm more than happy to take an update. I'm not saying that, but I don't want that to be the primary way that we move forward with strategic planning. This is very, very important that we be diligent, almost dogmatic on this, so if we have an emergency meeting, we'll do strategic planning. If we don't, I may send it out and request updates, but it will be on the next board meeting. **Mastin:** OK, thank you for offering that. I have a suggestion but I'm going to call on Ed. **Raymond:** My suggestion – I had a suggestion and that would simply be, keep the regularly scheduled meetings on here, keep the emergency meetings on here just for calendaring purposes, but make them if necessary. You now have a bylaw change that allows you to give 15 days' notice of the meeting. Just give 15 days' notice if you're actually going to have one of those meetings. **Mastin:** Yes. Kathy. **Calhoun:** I understand that bylaw – 15 days – but quite often calendars and travel are already filled within the 15 days, so that concerns me a little bit. I like to keep the schedule and if we have to do something different, we can. **Mastin:** We're going to keep the schedule, is what you are recommending. **Raymond:** My suggestion was, keep them on here so everybody can put them on the calendar, but they're not officially going to happen unless Rich says 15 days in advance we're having that meeting. **Mastin:** So, my suggestion is, based on what you said, I don't want strategic planning listed as emergency meeting. **Calhoun:** It's not a stand-alone. **Mastin:** OK. **Calhoun:** It's not a stand-alone, no.

Mastin: Because I'm going to do all I can to not do any emergency meetings. That's what I did my first year, because we were meeting way too much in Darrell's two years and we're going to miss – I think what would be better is, you get 20-30 minutes every regular scheduled meeting for strategic planning and you can communicate with all the parties and the parties can communicate with you and give the updates, but I'm not going to call a strategic planning meeting for emergencies, based on what you said. **Calhoun:** Right. If there's an emergency – **Mastin:** Then we'll take it up, yes. **Calhoun:** I do think though, for a regular scheduled meeting, we would spend more than 20 or 30 minutes on strategic planning. **Mastin:** OK. Alright, then let's leave it the way it is. I'm telling you straight up, I'm going to do everything I can not to schedule anything on emergency meetings. So, unless this group has an emergency, we are not doing it. I'm going to say it can wait until the next one, because we're already meeting every two months. **Jensen:** So, does that mean that we're back to every two months? **DelaBar:** It's not every month. **Mastin:** We're going to try to. I'm saying exactly what Kathy said. I'm going off what she said. She's going to do strategic planning only if there's an emergency meeting and I'm going to do all I can. You're going to help me, because you're the writer of the schedule. Alright, are there any other comments or questions on the schedule? And then Carissa, we'll look into your concern. I don't know that it's going to be a concern based on the wording, because it's definitely not automatic. If somebody can't attend for work reasons or health reasons, I can't imagine the board is going to vote somebody off. I mean we had an ID Rep, an elected ID Rep that didn't show up to any meetings. Zero. An elected ID Rep showed up for none. We didn't have to do anything. They just didn't show up. Any other questions on this? **DelaBar:** Just to let you know, I will be coming in late for the August meeting. I said that as note taker, but it's due to flight coming back from the World Cat Congress. **Mastin:** That's fine.

Parliamentary Rules

As we start a new year, I have taken a few minutes to put together a few parliamentary rules that will help the meetings run smoothly.

1. Rules: The board uses Democratic Rules of Order as parliamentary procedure. See the attached summary and flow chart!
2. Meeting Quorum: The board requires a quorum to engage in a board meeting. The quorum is defined as **10 board members** in our Bylaws. The quorum must remain for the entire meeting.
3. Motion Quorum: On each motion, a quorum of votes is also required. In other words, **10 valid votes** must be cast on each motion for the motion to pass. Valid votes are those cast as Yes/No/Abstain due to conflict.
4. Motion Passage: Passage requires **more than 50%** or **2/3** of votes cast only **yes or no**, depending on the type or status of a motion.
 - a. Pre-noticed motions are those motions provided to the full board 24 hours in advance (14 hours for those motions pre-noticed before the Sunday board meeting associated with the Annual). Pre-noticed motions require in general **more than 50%** of valid yes/no votes cast, but may require **2/3** if required by the bylaws on certain motions.

- b. Motions not pre-noticed require **2/3** of the valid yes/no votes cast.
- c. Motions involving a discipline/guilt require **2/3** of the valid yes/no votes cast.

5. Abstentions.

- a. Unless there is good reason not to vote, all Board members should vote on all motions. Your supporting member clubs have sought you to represent them in voting and taking positions that support CFA. Board members have the duty to serve the interests of all of the members and CFA as outlined in the Board of Director's Oath. What is more, by law, each individual Board member owes a fiduciary duty to the association to act in good faith, in a manner the board member believes to be in best interests of the association, and with such care, including reasonable inquiry, as an ordinarily prudent person in a like position would use under similar circumstances.
 - b. At times, Board members may be reluctant to get involved with controversial issues and may use an abstention as a way to stay out of the proverbial fire. Of course, if a conflict of interest exists vis-à-vis one or more Board members, such use of an abstention is warranted. However, if no such conflict exists, the members expect their elected Board members to make a decision that is in the best interests of the CFA, as a whole. If one or more directors abstain simply to avoid making a decision on the record, they could be considered to not fulfilling their fiduciary duty. Of note, a Board member's refusal to vote is, in effect, a declaration that they consent with the majority of the quorum.
 - c. Although it is the duty of every Board member who has an opinion on a motion to express it by a vote, the Board member can abstain, since the Board member cannot be compelled to vote.
6. Recusal/Abstaining for Conflict. Finally, Board members owe a duty of undivided loyalty to the association, and may not make decisions that benefit their own interests at the expense of the association and its members (i.e., conflict of interest). The duty of loyalty involves not only the duty to avoid conflicts of interest, but requires full disclosure of any interests potentially adverse to the association. When such a conflict of interest exists, a board member must recuse themselves from participation in a particular matter. In other words, the board member cannot vote on the action (*i.e.*, abstain) and should, if the conflict warrants, remove themselves from the meeting when the conflict issue comes up for discussion.
- a. When abstaining, please note that your abstention was due to conflict. Abstentions for conflict will be noted in the minutes separately from those other abstentions. When abstaining for conflict please state briefly the nature of the conflict.

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Mastin: OK, do we have any other business? **Anger:** No. **Mastin:** Thank you everyone for attending. I hope you had a great week. Meeting is adjourned.

The open session meeting was adjourned at 11:27 a.m. Eastern Standard Time.

*Respectfully Submitted,
Rachel Anger, Secretary*

(62) DISCIPLINARY HEARINGS AND SUSPENSIONS.

Disciplinary Hearings And Suspensions: Cases that have been reviewed by the Protest Committee and for which a recommendation was presented to the Board. The following case was heard, a tentative decision was rendered, timely notice was given to the parties, and no appeal and/or appeal fee was filed. Therefore, final disposition is as follows:

25-006 CFA v. Lane, Virginia (aka Ginny)

Violation of CFA Bylaws Article XV, Section 4 (b, e, & g)

Guilty. The board has imposed the following disciplinary action: a one year suspension (effective August 6, 2025) of all CFA services and a \$500.00 fine; the fine to be paid within 30 days. If the fine is not paid prior to the end of the suspension period, the suspension will continue until the fine is paid in full. In addition, CFA shall void the second registration of Noblemanes Dragon 1760-03052741 and void litter F4352580, as well as void the registrations of all cats, kittens, and litters registered from that litter, and void the registration of any cats, kittens, and litters who are descendants of that litter or the improper registration. [vote sealed]

25-015 CFA v. Haishu Tang / Yining Zhang / Wu De Chao

Violation of CFA Bylaws Article XV Section 2 (e) and Section 4 (b & e)

Guilty. The board has imposed the following disciplinary action: a one year suspension (effective August 6, 2025) of all CFA services and a \$500.00 fine; the fine to be paid within 30 days. If the fine is not paid prior to the end of the suspension period, the suspension will continue until the fine is paid in full. In addition, CFA shall void the registration of litter F4352987, as well as void the registrations of all cats, kittens, and litters registered from that litter, and void the registration of any cats, kittens, and litters who are descendants of that litter or the improper registration [vote sealed]

* * * * *

SUSPENSION OF ALL CFA SERVICES means that the person suspended will be prohibited from participating in any CFA activity including, but not limited to:

- i. Utilizing CFA's registry services
- ii. Acting in any capacity at a show
- iii. Entering cats owned by the suspended person, agenting cats, or having cats owned by the person suspended agented at a CFA show
- iv. Presenting cats in a show ring
- v. Participating in a clerking school
- vi. Participating in a Breed Council

vii. *Acting as a delegate at an Annual or Special Meeting of the Association*

The suspended person will be permitted to purchase the CFA Yearbook and other CFA publications. However, the person suspended will not be permitted to advertise in any CFA publication or show catalog, including, but not limited to, the online Find a Breeder listing.

A person who is suspended may remain a member of a CFA member club, but may not be an officer or director of a member club. They may also attend their Region's Annual Banquet and Award Ceremony, and the CFA Annual Awards Banquet provided that they do not officiate, make any presentation, accept any awards, or participate in any way other than as a guest at the banquet or award ceremony.

Board-Cited Hearing: The Board may consider any protest filed by any member of a member club or in any other manner brought to the attention of the Executive Board. The Board may delegate authority to one or more persons to review, investigate, and determine if probable cause exists for the filing of a formal protest. This case was heard on direct cite by the CFA Executive Board. Timely notice was given to the party, and the matter was heard in open session, at the request of the respondent.

None.

Appeals: Cases that have been reviewed by the Protest Committee and for which a recommendation was presented to and heard by the Board, a tentative decision was rendered, timely notice was given to the party, an appeal and/or appeal fee was timely filed, and the appeal was heard by the Board of Directors. Therefore, final disposition is as follows:

25-027 CFA v. Howe Gao and Jiao Chen

Violation of CFA Show Rule 6.35.b. and CFA Const. Art. XV Sec. 4(f)

*As to Howe Gao – **Guilty.** The board has imposed the following disciplinary action: a letter of reprimand and a \$100 fine payable within 30 days. If the fine is not paid in full within 30 days, suspension of all CFA services until the fine is paid in full. [vote sealed]*

*As to Jiao Chen – **Guilty.** The board has imposed the following disciplinary action: a letter of reprimand. [vote sealed]*

Related Board Actions: Upon motion duly made, seconded and unanimously carried, the following Related Board Actions were unanimously approved [vote sealed]:

1. Matter 25-020. *CFA shall void the registration of litters F4198690, F4199666, F4203286, F4204853, F4204934, F4205323, F4207841, F4217357, F4246773, F4256609, and F4275133. In addition, the registration of all cats, kittens and litters registered from those litters, or any descendants of those cats, shall be re-registered as Not for Breeding, and flagged as Not for Showing.*

2. Matter 25-021. CFA shall void the registration of litter F4204858. In addition, the registration of all cats, kittens and litters registered from this litter, or any descendants of those cats, shall be reregistered as Not for Breeding, and flagged as Not for Showing.

3. Matter 25-022. CFA shall void the registration of litters F4208559, F4199887, F4203801, F4206407, F4204858, and F4221473. In addition, the registration of all cats, kittens and litters registered from these litters, or any descendants of those cats, shall be reregistered as Not for Breeding, and flagged as Not for Showing.

4. Matter 25-023. CFA shall void the registration of litters F4184832, F4186519, F4180404, F4198807, F4294286, F4192487, F4206451, F4282765, and F4313778. In addition, the registration of all cats and kittens registered from these litters, or any descendants of those cats, shall be re-registered as Not for Breeding, and flagged as Not for Showing.