



SAR Dog News

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The Voice of K-9 Search and Rescue @ n-sda.org

Founding members: K-9 Stryker, K-9 Thor, K-9 Beau, Eileen M. Nobles, Susan Bulanda, K-9 Roo, Leslie Godchaux, Brian R. Hendrickson, Continental Kennel Club, Inc., K-9 River, K-9 Persha, Jan Thompson, K-9 Cali, Peggy Ann Buchman, K-9 Geist

SPECIAL EDITION

REASON for the SPECIAL EDITION

Certain issues were raised at the March 25th BOD meeting that have created turmoil in the SAR K9 community. Allegations have been made on several SAR Dog Lists and the NSDA Board of Directors did not feel that these items should be discussed in that venue. These matters will be addressed in this Special Edition of SAR Dog News.

THE ISSUES

"Misappropriation", "illegal", "gross negligence" and similar terms are strong words and each has a specific meaning. Mary Jane Boyd has accused the Board of all of these. Webster calls *illegal*: "against the law; unlawful; illicit; also, not authorized or sanctioned, as by rules". These terms and similar terms utilized by Mary Jane Boyd have been used in an inflammatory manner as they are incorrect and carry a very false impression.

There are two key issues that must be addressed at the very beginning the money spent for in person Board meetings and Mary Jane's surreptitious use of proxies at the March 25th Quarterly Board Meeting. The expenditures will be discussed first.

- *...the Board spent over \$7,000 last year on face to face meetings.*

In an April 9, 2010 email to the Board and other NSDA members, Mary Jane said, "Really, so who

is going to replace the seven plus thousand dollars of the member's money that the Board spent, illegally in my opinion, on their face to face meetings last year?"

Mary Jane Boyd called these meeting expenses "misappropriation". Webster's definition of this word is "to appropriate to a bad, incorrect or dishonest use". Given the prior problems with another SAR organization's K-9 funds, this is an extremely serious affront to the Board members who fled from that group to establish NSDA. In reality, her charge is totally groundless.

The history of these meetings started with the first Board. The Board was holding weekly conference calls in an effort to organize NSDA. It was decided that the Board needed a strategic planning session that would be done in a face-to-face meeting in New Orleans. At that meeting, a facilitator from Tulane University volunteered her time to work with the Board. She worked to complete a SWOT (Strengths, Weaknesses, Opportunities, Threats) analysis, setting realistic goals for the organization, and helped lead discussions on how to achieve the goals.

During this face-to-face gathering the Board realized the importance of having one face-to-face planning session a year. It not only allowed a tremendous amount of work to be accomplished but it also gave the Board members the opportunity to better communicate ideas and thoughts regarding the organization without the limitations of a conference call.

The 07-08 Board met once in March 2008 in New Orleans. For seven (7) board members:

Airfare, gas and parking:	\$1,506.
Food:	214.
Motel:	<u>397.</u>
	\$2,217.

Car rental: Provided by Dee Wild
Some travel costs were donated by members of the Board and are not included above.

The 08-09 Board met once in March 2009 in St. Louis. This allowed the new Board to meet to discuss the future of the organization, website design and content, type and location of future seminars, membership types and funding. For nine (9) Board members:

Airfare, gas and parking:	\$2,894.
Car rental:	255.
Food:	179.
Motel:	<u>627.</u>
	\$3,955.

One Board member donated their air fare.

The Board of 2009-10 met in Helena, MT and discussed the HRD workshop power point presentation, public relations, financial planning, product sales, membership campaign, conferences, education and research. For nine (9) Board members:

Airfare, gas and parking:	\$2,810.
Car rental:	118.
Misc expenses:	<u>132.</u>
	\$3,061

Food: Provided by Cris Goodhue
Motel: All housed by Cris Goodhue
One member donated air fare, another gas costs.

The 2010 budget contains \$4,200 for the 2010-2011 Board if they choose to meet.

Money was approved by the Board for these meetings and was shown in the budget expenditures. Although only \$3,000 was budgeted for 2009, the 2009 Board weighed the benefits of providing a meeting for the 2010 board against the funds available in our account. It was felt that it would be a worthwhile expenditure.

These meetings have never been hidden. In fact, a picture was taken of the meeting in St. Louis and placed on the front page of the April 2009 newsletter. Everything was done above board and in plain sight.

Second in importance is the proxy issue which is complex and lengthy. Therefore extensive explanation is necessary

At end of her statement at the March 25th Board Meeting, Mary Jane Boyd began to make motions. When Mary Jane started to make motions, the President asked the Board if this was proper parliamentary procedure. As no one could provide an answer at that point, the motions were allowed. This was an error.

It was only when it came to voting on the motions that Mary Jane made the Board aware that she had obtained proxies. Mary Jane informed the Secretary that she was e-mailing copies to her at that very moment which did not allow time to verify the proxy signer's memberships.

A week before this meeting, Mary Jane Boyd, who is not a Board member, requested and received seven (7) proxies from brand new members (average time as a NSDA member was seven (7) days). Mary Jane Boyd then proceeded to take over the Board meeting using her seven (7) proxies to out vote the Board.

In allowing these motions and subsequent votes, a serious error was made. The President is not an expert in Parliamentary Procedure. Walter Snelling, a founding member of NSDA, returned to the call to point out that this was a Quarterly Meeting of the Board of Directors and not open to motions from the floor i.e. non-Board members. There was some confusion as Walter referred to Robert's Rules of Order. When informed that NSDA operates under Sturgis, he switched to that parliamentary procedure. As both of these motions had been allowed in error, the voting on them was null and void.

In subsequent e-mails, Mary Jane Boyd claimed her takeover of the Board was legitimate and she put forth an argument that a motion to suspend the rules had been made and the President had agreed to it. In claiming to have knowledge of Sturgis, the only conclusion is that Mary Jane knew all along that her actions were in violation of all known rules of order.

In the numerous and lengthy exchange of emails which followed, which can be made available upon request, Walter Snelling, who does know about Parliamentary Procedure, explained why her position was totally incorrect in that 1) no motion was ever made, and 2) if one had been, it would not be permitted to change basic voting rights.

Mary Jane Boyd never acknowledged she was wrong and instead said that, now that she and Walter had both proven they could research Sturgis, she was going to move on. And move on she did to further escalate her assault on NSDA via e-mails and internet lists.

In conjunction with discussion of the proxy issue, it is important to address the motions made by Mary Jane. She made the following motions:

1. *I move that three of the membership benefits outlined previously be implemented immediately.*
 - *Eliminate written testing fees for members*
 - *Allow members one free field test every two years*
 - *Offer members a 10% discount on all NSDA products*

While no Board member had objections to member discounts, we all felt that the membership should decide what they wanted and not have something forced upon them. Therefore an article was placed in the April issue of the newsletter asking members for suggestions.

2. *I move that Jacob Weaver be removed as a Director of the Board. I am unable to find one thing he has done or accomplished since he was placed on the Board. If my memory is correct, he was seated on the Board because he was unopposed during the election. I do not believe he should have been allowed on the Board as he is lacking in the background and experience to make a contribution at a Board level. He seems to be a fine young man and I am sure he can make contributions to the organization in other areas.*

All of the Board objected to this proposal as the process was not proper. To say that Jacob should not have been allowed on the Board and that he was ill-equipped to serve is a dictatorial and arrogant statement. He applied for the position, was unopposed and duly seated as a representative of Region 3. That region has a right to representation on the Board and Jacob was their choice. (This became a moot point as Jacob resigned due to his participation in pressing state SAR issues.)

Now that we have addressed the two major issues, we would like to speak to the other matters raised by Mary Jane.

In the statement on the internet, she made many points. These are addressed here.

In the opening of her posting on K-9 Specialty, and others, addressed to "NSDA Members", Mary Jane Boyd states that she "discovered numerous problems with the management of NSDA" and "I tried to work with the Board to find solutions...." Many of her points have been implemented as explained throughout this newsletter.

Yes, Mary Jane did come to the Board with suggestions and her offers of help would have been appreciated if they were not delivered in the form of an attack. It was not that Mary Jane did not have valid points but it was the manner in which they were presented. Board members were

accused of being “incompetent”, “micromanaging” and totally unfit to lead NSDA. This is not a healthy approach but an antagonistic one.

Mary Jane goes on to say that the posted minutes on the NSDA website, specifically the ones for the January 21 and March 25 meetings (those attached here), are both “false and misleading. They even contain outright lies (*she was not specific as to what these were*). I think the Board is trying to avoid disclosure of their miscues and actions.”

In reference to the minutes of the January 21 meeting, correct parliamentary procedure was followed regarding the minutes of the Quarterly Meeting held on December 30, 2009. At no time was a vote called for on the minutes of the January 21, 2010, Special Meeting. Those minutes were discussed and Mary Jane was asked to send her correction to the Secretary and to the President.

Mary Jane states that those corrections were not made to the minutes on the website. According to Sturis’ *The Standard Code of Parliamentary Procedure*, changes to the minutes are presented at the time they are read. At that time changes are approved or disapproved. It would not have been correct for a proposed change to be immediately posted on the website when it had not been approved. She is correct, however, that the January 21 minutes on the website are not marked uncertified. A corrected copy has been sent to be posted.

Mary Jane states that “In addition, my comments to the Board on March 25, 2010, have been summarized in the ‘Uncertified’ minutes posted to the NSDA web site as follows: ‘Mary Jane Boyd made a lengthy statement regarding NSDA finances, management, goals, procedures, benefits for members, and offered suggestions for improvement.’”

According to Sturgis, “minutes are a record of all actions and proceedings but not a record of discussion”. A summary of information is recorded along with the person presenting same,

not an extensive recap of what was presented.

NSDA has always been open and above board in all its dealings. Those have been the reasons for the founding of this Alliance...frankness and truth. We are all volunteers and not experts at running a business although most of the Board has business, non-profit and/or financial backgrounds. We are human. We make mistakes but we’ve never tried to hide anything from the membership, the K-9 community or the general public.

March 25, 2010, statement read to the BOD:

Below are points Mary Jane made in her March 25th statement and the Board’s actions on those items:

- ***2009 membership fees were down ± 25%:***
The Treasurer requested Mary Jane, as Advisory Board Chair, to ask the Advisory Board to call overdue members. NSDA has received \$4,725 in the first three months of 2010 compared to \$9,304 for the entire year of 2009. Our membership list is being automated online with programmed notices to be sent for renewals.
- ***No one noticed or investigated the drop in membership in 2009 until I had to tell you.***
Mary Jane and the Treasurer had discussed by phone that there was a membership problem. See above for steps taken.
- ***The income statement issued for September 30, 2009 contained errors.***
Mary Jane was asked to describe the problems but the Treasurer received no response.
- ***You potentially endangered our tax exempt status by amending the By-Laws without investigating to determine the impact on our 501(c)(3).***

The Treasurer called the IRS and was told to send the changes. This was then done. All actions were taken within three (3) days of Mary Jane pointing out the mistake.

- ***The Area Standards, which were held off the market for nine months while they were reformatted, are not even posted to the website.***

The current, re-formatted Area Standards were sent to the web poster on Thursday, March 25 and are now online.

- ***A few weeks ago, in preparation for this meeting, I requested minutes and notes from numerous meetings of the Board...because they were not posted to the web site.***

Minutes of all the Quarterly and Annual Meetings are posted. Notes from the conference calls going back to the beginning of the organization are being posted by the volunteer web poster as time allows.

- ***Next, we have the Evaluator application errors.***

There were many errors made in establishing the Evaluator process. We have never denied that and even sent a special e-mail to all the applicants advising them of a problem. We are a new organization and procedures have to be worked out. We now have a comprehensive process and new Evaluator applications have been sent to the web poster. From this point forward, all applicants must use the forms dated 4-2-10.

- ***The 2010 budget was not approved by the Board until March 4, 2010....***

The deadline was overlooked.

- ***Strategic Planning sessions statements***

The time spent recently dealing with critical e-mails has kept the Board from continuing its work on a Business Plan for the Alliance. We will now return to that effort.

- ***No notice of these face to face meetings was given to the membership. No minutes were ever published.***

These were planning sessions. No business was conducted. Therefore no notice was required nor minutes taken.

- ***...Annual Meeting, which as far as I can tell was never held.***

Unfortunately an annual meeting was not held in 2009. This year the annual meeting will be held on Thursday, September 16, 2010, by conference call. It is not being done at the seminar in Cody because there is a space limitation.

Her Proposals:

1. *Overhaul the policies and procedures.*

Mary Jane volunteered to do the revision and have a draft to the Board by April 26, 2010. She turned back the P & Ps only after the Treasurer asked her to return the NSDA books and files which Mary Jane held in her position as bookkeeper for NSDA. In an April 7, 2010, e-mail addressed to Norma Snelling and cc'd to the entire Board along with others who were in attendance at the March 25th meeting, Mary Jane said: "Oh yes, in case you were wondering, I will not be completing the Policies and Procedures revisions by April 26, 2010. Be my guest, you do it." Four days after this exchange, her derogatory postings appeared on the internet

- Get rid of all the excess baggage and committees that are listed that are not functional.***

The Organizational Chart currently on the website shows Committees and responsible persons. This Chart is accurate and the volunteers listed are working on their assigned project.

- Establish a wish list of all the things you would like to do, but just can't right now.***

A wish list would more appropriately be called Goals and Objectives. Board members were working on Goals when they were inundated with over 140 emails to the point that regular business was interrupted and stalled.

c. There should be checklists for every position i.e. when this happens I do this.

Policies and Procedures are the proper location for actions to be performed and in what order. Members of the Board and Committee Chairs have been working on job descriptions as well a procedure for each function. Besides the Procedures for the Officer's positions, those in place are the Newsletter, the Evaluator Administrator, and the Testing Administrator. The Evaluator Guidelines contain the procedures for certification testing. Personnel involved in these positions have assisted with the creation of their procedures and have copies of their functions. Copies of these additions to the Policies and Procedures were sent to Mary Jane for inclusion when she volunteered to re-do the P&P.

d. Every critical position on the Board should have a backup.

Currently in place is a backup system of the Treasurer's and Secretary's business paperwork. We are in the process of creating redundancy for all vital positions.

e. Communication among the Board and volunteers filling critical roles is abysmal.

Good communications is always key to running a good business. The Board is trying to find a better way to keep in touch with those involved in managing essential functions of the Alliance but "forcing" communications through a Yahoo group, as suggested by Mary Jane, is not the way to do it. Many strong minded people, such as dog handlers, will balk when "forced" to do anything.

f. Formulate a cash disbursement, management and investment policy.

NSDA does not have any of these in place and they need to be created. We have transferred 60% of our available cash to an account paying 1.01%

g. Implement a Board of Director's Report Card so that members may assess the performance of their Board members.

Excellent suggestion! Who volunteers for this project? Contact any Board member. Names and

e-mails are listed in this Special Edition of the newsletter, at the end of every newsletter and on the NSDA website.

2. Evaluate all current organization/Board projects and put on hold any that are not mission focused or currently achievable.

As stated before, the Board has been trying to establish goals and objectives, both long and short term. Perhaps we will be able to return to them shortly.

3. Poll the membership for input to the long term goals for the organization.

As it is easier for most people to work from a draft, the Board will be drawing up an outline of long term goals and presenting them to the membership for comments, suggestions, and/or changes.

4. Clean up the evaluator application mess.

The Evaluator application process was halted until requirements and procedures could be corrected. She accused the Board of micromanaging and a Board member had to take over the process when Mary Jane resigned from the job. Board member Dee Wild took over the review of the evaluator applications from Mary Jane and worked with Evaluator Administrator, Kathy Adamle. As stated previously, new Evaluator applications have been sent to the web poster and an assessment process has been written for inclusion in the Policies and Procedures.

5. Get the correct standards on the website.

Done.

6. Promote the Cody conference and testing, testing, testing.

The April issue of SAR Dog news has an article on the front page telling people that they can come to the seminar location for testing only. A form for persons only testing is also attached to the newsletter. This information will also be highlighted on the Alliance website.

7. Amend the budget.

The 2010 budget was revised to include the AKC grant and was approved unanimously by the Board at the Quarterly Meeting on March 25, 2010

8. Also there have to be some benefits of membership....

In an effort to ascertain what NSDA members would consider as good membership benefits, a request for suggestions was put in the April newsletter. Ideas are to be sent to newsletter@n-sda.org

9. Evaluate the AMember program.

The AMember program is about to go online for membership renewals and will make the Members Only section available.

10. Update the web site for minutes, By-laws, etc.

By-Laws are done. The minutes of all Quarterly and Annual Meetings are online. Conference call notes are in the process of being posted.

11. Define the job description and the parameters for the hiring of an executive director or general manager. Realistically assess the viability of this option. Can we afford it?

The concept of a General Manager and job description was approved by the Board at the March 25th meeting. This information was put in the April issue of the newsletter and replies are being accepted by Linda Holland at LHolland@Fort-Smith.com (As an aside, Linda indicated on her NSDA membership application that she was willing to volunteer her time to assist the Alliance. We are utilizing this pool of personnel.) The Board hopes to recruit a retired corporate volunteer for this position thereby avoiding any wages.

12. Reduce the number of Board members to seven.

No reason is given for this suggestion except for a reference to ICS span of control. A board is not operated by "span of control" principals. It is essential that Board members rotate equally from all three of our voting regions and seven is not evenly divisible by three.

The Board then hung up on the members.

The Board did not hang up on the members. Proper parliamentary procedures were followed as Terry Crooks made a motion to adjourn and Larry Welker seconded it. The motion passed unanimously and there being no further business, the meeting was adjourned at 11:40 p.m. EDT.

All the members of the Board of Directors of NSDA are disappointed that this happened and are available to talk about it. No one denies that members have a right to express their opinions. Their requests for action would get a quicker and more positive reaction if presented in a more constructive and positive manner. We find going outside of the organization to be totally unproductive, time consuming and distracting to the issues at hand. NSDA was formed to leave behind such dissention and we will continue to do so.

By consensus of the Board of Directors of NSDA:

Sue Wolff, President, Tennessee

srt1530@starband.net

Terry Crooks, Vice-President, Montana

tcrooks@frontiernet.net

Sherry Scruggs, Secretary, Florida

k-9tracer@cox.net

Norma Snelling, Treasurer, Washington

snelling@olypen.com

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Cameron Daggett, Idaho

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Cris Goodhue, Montana

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Larry Welker, Alabama

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Dee Wild, Louisiana

dwild1@bellsouth.net

MINUTES

Attached to this newsletter are the minutes of the Special Meeting held on January 21, 2010 and the Quarterly Meeting held on March 25, 2010. These uncertified minutes are also on the NSDA website at www.n-sda.org. Both sets of minutes are referred to often but, keep in mind, that neither set of minutes has been voted on or approved.

PROGRESS

Unfortunately the subject matter of this issue is all negative but readers are encouraged to remember all the positive steps forward that NSDA has made in its three years of existence.

1. Standards and certification testing completed for:
 - Area Search
 - Avalanche
 - Back Tracking
 - Land HRD
2. Water HRD completed and Evaluator Workshop planned.
3. Trailing and Trailing w/Evidence is in the process of Beta Testing.
4. Written certification testing to be online in May.
5. Extremely informative and popular POCASTS instituted and continue.
6. Website redesigned into more updated and easy to navigate format
7. Besides standards online, Pack List, Study Guide and Prerequisite for all K-9 testing added to website.
8. Mentoring Program instituted for those new to SAR and to allow more experienced handlers to pass on their knowledge.
9. Hernandez Sponsorship and Rollins Conference Scholarship available to members.
10. Training modules to be added to website shortly. One is completed and more are planned.
11. National and regional seminars held and more proposed.

Thanks to the hard work of many of our members, NSDA is becoming a viable and formidable organization in the SAR K-9 field.

Volunteer Organizations

By Susan Bulanda

Editor's Note: When she became aware of the situation facing NSDA, Founding Member Susan Bulanda asked for an opportunity to address the problems often encountered by organizations such as NSDA.

Many members of a volunteer organization do not understand what goes into forming that organization. They often benefit from the hard work of the core group without realizing the amount of work that they did or the steps necessary to make the group a success. I hope this article will help everyone understand, and also guide them if they choose to form a new, local SAR unit.

All organizations go through growth stages, especially volunteer groups. At the start of any organization, the small group of people is usually in agreement about what needs to be done and how to do it. This core group typically is comprised of experienced people in that field who are willing to donate their time to the cause. They have to decide if they will continue to be a volunteer group or not, and if they want to stay a volunteer group, if they will be a not-for-profit group. Then they have to research what it will take legally to meet their goals, both on a federal, state and sometimes a local level.

The next step is usually writing one or all, by laws, constitution and a policy. These documents are required for the next step which is legally forming the group, i.e. 501(c)(3), a corporation, etc.

After the group decides what they will be legally, they must either raise money to pay someone to fill out the piles of forms necessary or find a member of the core group who is qualified and can volunteer to do it.

If the group has not incurred expenses up to this point (the core group of volunteers usually donate their money as well as time), they now must raise the money to pay the legal application fees

necessary to make the group a viable group and cover operating expenses. There are a number of ways to do this such as fund raising, applying for grants or collecting dues from new members.

Often at this point in the group's life, they are not a fully functioning group as determined by their goals. This is a critical point in the life of an organization since in order to grow, the organization needs new members and funding. **But the more the organization grows, the harder it becomes to maintain the level of service that people expect. The members usually want more; and they want it faster than the organization can accomplish.**

This is also the point that the organization becomes attractive to new members because for the most part, the organization is meeting its goals and providing a solid, structured service to its members.

However, as the organization grows, there is a greater chance that a few of the newer members will be unhappy with the structure, organization or progress of the organization. This usually happens because the newer members do not fully appreciate or understand the work that has gone into making the group as viable as it is. They do not understand why things cannot be better or move more quickly. **They also do not understand that the organization is still a work-in-progress.**

It is also at this point that an organization can fall apart due to strife and malcontent, causing a split in the organization.

Another problem that can surface at this level is that the core group of people is burned out. They cannot give anymore of their free time, both physically, financially and emotionally. Yet it can be difficult for them to let go. After all, this organization was their "baby." Often some members will be afraid that the new leaders will undo their goals for the organization. This is one reason why leadership positions are selected in rotating years. It benefits the new leaders by providing the guidance of senior members.

What can members do to help the organization survive and reach its ultimate goals? Each person in a leadership role must have faith in their fellow leaders as well as new leaders that are willing to "step up to the plate." They must honestly assess their strengths and weaknesses for the good of the organization. They must be willing to delegate work to members willing to help. They must recognize when it is time to take on

more work, remain status quo, or step down. Leaders should put aside personal differences and work for the good of the organization. The leadership should show respect for each member and recognize that they are offering a service to the membership. They should respond to suggestions from the membership and be willing to explain the reasons behind the rules and regulations of the organization.

The general members should be willing to follow the rules of the organization to support its goals. The general membership should support the leadership by making suggestions when they feel it is necessary, following the approved method for doing so, and by being patient, realizing that unless the leadership is paid full-time positions, that things will not move quickly. They should offer constructive suggestions instead of criticism. If they have a grievance they should be professional enough to follow the procedures of the organization to resolve the grievance, giving the leadership time to respond and either correct the problem or explain the rationale behind the issue. They should keep in mind that a grievance for the most part, should be a private matter between the member and the leadership. That there are many other members who are satisfied with the organization and nothing is gained by gossiping.

In a small organization, if the issue is a result of a personality clash, difference of opinion that cannot be resolved, the malcontent should quietly leave rather than cause a split in the organization. If on the other hand the majority of the members have a grievance, then they should sign a petition and present it to the leadership to enact a group discussion regarding the matter.

Always, all members of the organization should work together to maintain the goals of the organization and keep the organization viable. It takes too much effort on the part of many people, and monetary cost to develop and build an organization to destroy it for minor disagreements.

And lastly, each member can search their heart to see if they can "step up to the plate" when the call is put out for help. Too many members are willing to benefit from the organization but not contribute to its operation. They forget that the members in leadership positions have families, fulltime jobs, and in the case of NSDA, volunteer on units as well.

All members of an organization often forget that "many hands lighten the load."

National Search Dog Alliance
Minutes of the Special Meeting of the Board of Directors
January 21, 2010
Uncertified

The National Search Dog Alliance held a special meeting by conference call on January 21, 2010. President Sue Wolff called the meeting to order at 8:02 PM EST.

The following Directors were present and constituted a quorum.

Cameron Daggett	Cris Goodhue	Sherry Scruggs
Norma Snelling	Jacob Weaver	Larry Welker
Dee Wild	Sue Wolff	

Absent was Terry Crooks who had a conflict with his work schedule.

Members in attendance and present on the call:

Mary Jane Boyd	TC Crippen	Pat Totillo
Janet Wilts		

I. NOTICE

The special meeting was called in accordance with the Bylaws of the Corporation. Notice was emailed to the Directors and membership as prescribed by the Bylaws.

II. OFFICER'S REPORT

President's Report: Sue Wolff
No report.

Vice President's Report: Terry Crooks
No report.

Secretary's Report: Sherry Scruggs
No report.

Treasurer's Report: Norma Snelling

Norma has sent to the Board the 2010 budget draft. After discussing it with Mary Jane Boyd, the figures will be revised.

Mary Jane Boyd addressed the Board concerning administrative and financial issues which need to be addressed. Mary Jane, who is a CPA and served on the initial Board as Treasurer, stated NSDA needs to look at issues in order to fix the problems. Mary Jane has looked at the 2009 financials and feels the figures are accurate with perhaps some minor changes. Revenues were close to the projected goals but expenses were greatly exceeded. The biggest problem was the loss of membership. Members who had not renewed are being contacted by the Advisory Board and a vast majority of members did not know their membership had expired. A program is being developed to notify members on a timely bases that dues are due.

The bookkeeping service is not providing NSDA with financial information in a timely manner. Mary Jane offered to take over the job for the next year and provide financialson a monthly bases.

Larry Welker made a motion, seconded by Sherry Scruggs, that the bookkeeping services be terminated, and the responsibility turned over to Mary Jane. Motion was unanimously carried.

Based on Mary Jane's input, Norma will adjust the drafted budget and send it to the Board.

III. Old Business:

By-Laws Revised: Sue Wolff opened the floor for discussion of the revised By-Laws. After the discussion, Dee Wild motioned, seconded by Norma Snelling, to accept the revised By-Laws amendments, except Amendment #4 which will be voted upon individually. Motion unanimously approved.

A vote was taken on Amendment #4. Vote was eleven in favor and nine against. The amendment carried.

Water-HRD: Sherry Scruggs reported the evaluator workshop presentation was almost completed and she would forward it to the Board.

Podcast: Larry Welker stated everything was in place for the podcast scheduled for January 24, 2010. It will be a round robin forum which will be recorded for future listening.

Trailing: Norma apologized for not having the comments from the Peer Review Committee finalized. Cameron Daggett offered to assist. Norma will send the comments to Cameron and he will compile them.

Membership: Norma reported the old membership roster has been eliminated and a new roster is being made. Once completed, it will be forwarded to Sherry. A web based program is being developed to provide automatic notification to members when membership is expiring. Mary Jane is creating a job description for Peggy Sue.

IV. New Business:

Nominating Committee:

Sue Wolff announced that Susan Bulanda will be the Nominating Committee Chairperson Scott Robbins has agreed to assist.

The Nominating Review Committee has sent to the Board for approval a candidates questionnaire. The Boards suggestions were to change question 4 to ask if the the candidate was on a board or advisory committee of any other business or organization.

Question 8 was changed to read "do you provide services or products for the SAR community for personal financial gain?" Suggestion was made to add a questions as to the candidate's willingness to sign a non-disclosure agreement and ensure there would not be a conflict of interest.

Education Committee:

Norma announced that T C Crippen, Chairperson of the Committee has stepped down. Since there has been minimal communication with the Education Committee during the past three months, the status of the study modules is unknown. Norma will contact TC to take possession of the material. Pat Totillo agreed to take over the Chair position stressing the importance of getting the study guides completed.

NATIONAL SEARCH DOG ALLIANCE
MINUTES OF THE QUARTERLY MEETING OF THE BOARD OF DIRECTORS
March 25, 2010
Uncertified

The National Search Dog Alliance held its quarterly meeting of the Board of Directors by conference call on March 25, 2010. President Sue Wolff called the meeting to order at 8:00 PM EDT.

The following Directors were present and constituted a quorum.

Cameron Daggett	Norma Snelling	Sherry Scruggs
Sue Wolff	Larry Welker	Terry Crooks

Absent were:

Dee Wild (Working)
Cris Goodhue (Family Emergency)
Jacob Weaver (Work)

Members requesting attendance and present on the call:

Jan Myers	Ben Alexander	Cynthia Sheffield
Tawni Crippin	Mary Jane Boyd	Christy Bormann
Kathy Adamle	Walter Snelling	

I. NOTICE

The meeting was called in accordance with the Bylaws of the Corporation. Notice was emailed to the Directors and membership as prescribed by the Bylaws.

II. Long Term Goals for NSDA

Walter Snelling spoke to the BOD about the issues that are important in a not-for-profit organization. Setting goals is important for the following reasons:

1. The BOD changes often with the three (3) year terms. If the new BOD members are in agreement with the goals, then the process of doing business is a lot smoother.
2. The goals need to be specific, time oriented, quantitative, achievable, and the ability for goals that are large in scope to be broken down into sub-goals.
3. The goals should be broken into time lengths of 1, 3, and 5 years; with 10 year goals possibly being broken down into sub-goals.

III. Minutes From The Last Quarterly Meeting

Norma had a grammatical correction. Norma made a motion to accept the minutes with the grammatical change. Sue seconded and there was a unanimous vote to accept the minutes as corrected.

IV. OFFICER'S REPORT

President's Report, Sue Wolff

The next annual meeting will take place on September 16, 2010. A thirty day notice will be sent to the membership.

Sue reported that NSDA has accomplished many positive things since their last quarterly meeting in December 2009.

1. Written tests have been input online and are being edited now. They should be available for use in the next couple of months.
2. NSDA is in the final stages of recording the membership list online. Billing for renewal memberships will then be done from there.
3. This year's seminar is planned for June in Cody Wyoming. Several registrations have already been received.
4. Trailing is out for beta testing and that process is progressing well.
5. The Podcasts continue being a success both during the airing as well as the recordings.
6. In the process of posting the minutes online, we realized that we had not had an annual meeting in 2009. The 2008 meeting was held at the seminar at Camp Atterbury but will not be held at this year's seminar due to the limitations to attendance space. The 2010 Annual Meeting is scheduled for September 16th. Notices will be sent out to the membership thirty days prior to the meeting.
7. When NSDA was in its infancy, weekly BOD meetings were essential. Now the Alliance is on stable footing and these meetings are not as vital as they once were. Therefore the Board has decided to eliminate the tri-weekly conference call meetings.

Thanks to NSDA members, certain factors have been brought to the Board's attention.

1. The Land HRD standards online still had old verbiage in it. The correct one has been sent to the web poster.
2. The correctly formatted Area Standards have also been sent to the web poster.
3. The Policy and Procedures previously on the website were not current and have been replaced with the latest copy.
4. When the By-Laws were revised, a copy was sent to the IRS for their records.
5. Many good suggestions have been made for changes to NSDA documents such as the Policy & Procedures and the standards. These are all being kept by Terry Crooks for use during the document's yearly review.

AKC Grant

Provisions

- \$2,500 to be used for airfare, lodging and ground transportation for instructors and evaluators at the Cody seminar.
- \$7,500 for 3 regional certification sessions (at \$2,500 each) to provide airfare, lodging and ground transportation for evaluators. These must take place within the next 12 months, by March 31, 2011.

NSDA is looking for testing locations and members are encouraged to contact any Board member if they know of suitable ones.

Vice Present's Report, Terry Crooks

All went well at the K-9 Avalanche event at West Yellowstone. There were eight (8) teams involved in the ski area portion of the event and seven (7) teams involved in the backcountry. We were able to work avalanche debris and other sites very typical of the avalanche problems one would expect to encounter. There is a lot of interest in NSDA and thankful of the work and future of NSDA

Secretary's Report, Sherry Scruggs

All of the meeting notes taken since the organization began have been sent to Nicole Mosta for inclusion onto the website. Nicole will begin to populate those over the weekend.

Treasurer's Report, Norma Snelling

As of March 25, 2010

Bank of America	\$50,295.99
Capital One MM	270.65

Paypal	<u>271.74</u>
Total Funds	\$50,838.38

Capital One

Signature cards have been updated for the Money Market account. As soon as the bank records their receipt, NSDA will transfer \$30,000 into the Money Market account which is currently paying 1.01%. The Board was questioned as to any upcoming large expenditures besides the insurance premium.

The 2010 budget, which was revised to include the \$10,000 AKC grant, had been previously sent to the Board members for their review. Sue made a motion to accept the 2010 Budget as revised. The motion was seconded by Larry and unanimously approved by the Board members present.

Membership

As of March 25, 2010

290	Total members
<u>- 23</u>	Founding and Life members
267	Annual memberships

9 of the above will expire in March
 105 are new or renewal memberships that have been received since
 January 1, 2010

V. OLD BUSINESS

Conference – Wyoming: Jan Myers reported that there are ten complete registrations so far. There is only room for one more dog in the intermediate HRD class. There was discussion on certifying dogs during the conference. We will need about 4-5 evaluators to handle the Area and HRD tests. When the handlers sign up to test their dog, Jan will send them a reminder to bring a neatly organized folder with a copy of all their documents required for testing.

Website: Sue Wolff reported that the voting regions have been added and reminded everyone that only she or Larry can request things be added to the site. Norma has asked Georgia Baker to keep track of the independent handlers wanting to test. Once she has a small group within a reasonable distance of each other, she will request that an Evaluator be sent there to test the dog teams. She will contact Kathy Adamle and Darcy Harbaugh to get all the paper work completed.

Sue has spoken with Pat Totillo and the testing modules should be ready very soon and will be put on line. This will facilitate studying before they take the written test which will also be on line.

Water HRD: Sherry Scruggs reported the standards have been finalized and are ready to be published. The Evaluator Workshop power point presentation is written and we are ready to start identifying Evaluators and setting up a conference call to review the power point slides

Trailing Beta: Cameron Daggett reported that he has completed both of the standards. He will put these in a PDF format so they cannot be altered. There are three teams requesting to beta test the standards. There needs to be another push for teams to beta test in the April newsletter.

Life Membership Payments: The BOD decided to make a provision so that people wanting to become life members could make payments instead of one large payment. Norma Snelling reported

that people aren't taking advantage of this and it is hard for the Treasurer to keep track of. Noma made a motion to discontinue the plan. Sherry seconded the motion and it passed with a unanimous vote from the Board.

VI. NEW BUSINESS

General Manager Position: Norma Snelling wrote a job description for this position and sent it to the Board for their critique. This person would take on some of the responsibilities that the President is now performing. If the Board approves the concept, then the job description would be posted in the newsletter for the membership to read and comment on. Sherry made a motion that the Board agree to the concept. Larry seconded and the motion passed with a unanimous vote of the Board. Larry made a motion that the job description draft be approved as written. Terry seconded and the motion passed with a unanimous vote of the Board.

Decisions voted on since the last meeting via e-mail: Sue made a motion to accept Kathleen Zasomovich as an Apprentice Evaluator in Trailing. Norma seconded the motion. The following Board members voted and she will be given the status of Apprentice Evaluator: Norma, Cameron, Larry, Jacob, Terry, Sue, Sherry.

The Board was sent the standards for the Ohio Federation of K-9 Search Teams for consideration in adding the organization to the acceptable list of National Standards that would allow their Evaluators to become Principal Evaluators for NSDA. The following Board members voted and the standards will be accepted: Norma, Sue, Terry, Sherry, Cameron, Cris, Larry and Dee.

Members Address The Board:

The following members had applied to speak to the Board at this meeting: Ben Alexander, Cynthia Sheffield, Tawni Crippin, and Mary Jane Boyd.

Ben Alexander expressed concerns about membership renewals and receipt of new membership cards.

Cynthia Sheffield felt that the membership did not get a reasonable opportunity to vote on the BOD term limits which were addressed in the January 21, 2010 Special Meeting regarding amendments to the By-Laws.

Tawni Crippin expressed concern about how the quarterly meetings are announced because the agenda for the meeting is not sent with the invitation.

Mary Jane Boyd made a lengthy statement regarding NSDA finances, management, goals, procedures, benefits for members, and offered suggestions for improvement.

Discussions followed each speaker and explanations were given. It was decided that the invitation to join the Quarterly Meetings will be modified and anyone requesting to join the call will be sent an agenda about one week before the meeting. At that time, they can request to speak to the Board. Mary Jane was tasked with revising the NSDA Policies and Procedures.

Terry Crooks made a motion to adjourn and Larry Welker seconded it. The motion passed unanimously and there being no further business, Sue Wolff adjourned the meeting at 11:40 p.m. EDT