

**CFA EXECUTIVE BOARD SPECIAL MEETING
JUNE 3, 2020**

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Secretary's Note: The Officers and Board of Directors of the Cat Fanciers' Association, Inc. met on Wednesday, June 8, 2020, via Zoom teleconference to discuss the China Associate Judge Proposal. **President Mark Hannon** called the meeting to order at 8:00 p.m. EST with the following members determined to be present after a roll call by **Secretary Rachel Anger**:

Mr. Mark Hannon (President)
Mr. Richard Mastin (Vice President)
Ms. Rachel Anger (Secretary)
Ms. Kathy Calhoun (Treasurer)
Ms. Sharon Roy (NAR Director)
Mrs. Pam Moser (NWR Director)
Ms. Kathy Black (GSR Director)
Mr. John Colilla (GLR Director)
Mr. Howard Webster (SWR Director)
Ms. Mary Auth (MWR Director)
Mr. Kenny Currle (SOR Director)
George Eigenhauser, Esq. (Director-at-Large)
Mrs. Carol Krzanowski (Director-at-Large)
Ms. Melanie Morgan (Director-at-Large)
Mr. Brian Moser (Director-at-Large)
Mr. Darrell Newkirk (Director-at-Large)

Also Present:

John M. Randolph, Esq., CFA Legal Counsel
Allene Tartaglia, Executive Director

Absent:

Mr. Michael-Hans Schleissner (Europe Regional Director)
Mrs. Kayoko Koizumi (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 item.

CHINA ASSOCIATE JUDGE PROPOSAL

BACKGROUND: As you know, registrations from China make up a majority of CFA's income. Despite CFA shows having been severely restricted by the NGO, and now the pandemic, registrations are still coming in strong from China. It is obvious that this cannot be sustained without immediate show activity. CFA's financial future will be severely impacted unless a swift solution is arrived at.

CFA shows in China have come to a standstill due to the pandemic. All people outside of China, including Hong Kong, must go into a 14 day quarantine in order to enter China, so that makes it impossible for any outside judges to work there right now. Because of the number of COVID-19 cases in the United States and a sensitive political climate, it will probably be a very long time before U.S. judges can return to China.

In the meantime, there are now four associations working in China: ICE with Vivian Qian, CCA with Allen Chen, GCCFA with Pana Wang and Amanda Cheng, and SCA with Yo Yo He. There are many other groups in China planning to have their own shows, so there are going to be numerous small associations popping up. Some of these associations are currently holding shows. In desperation, some of CFA's strongest supporters have had to resort to exhibiting in these associations.

Many people in China feel that CFA is over in China, and that we won't be able to function there. The NGO office in China at this point is not approving U.S. organizations. However, several groups feel that they can successfully host CFA shows in alternative ways, such as logo-free as was successfully done in the past.

Simply put, without judges in China who are Chinese residents, CFA will lose its presence in China forever. We do not have a year or two to move Chinese applicants through the training process and forward to judging in our usual fashion. By then, China will have been lost to us. At this very moment, the opportunity is slipping through our fingers. The following proposal will satisfy the need to populate a judging ring with a judge with minimal qualifications. While not a perfect scenario, it will keep CFA alive in China, while giving hope to our Chinese exhibitors and showing the world that we are supporting that area in a new and innovative way.

PROPOSAL: *This is proposed to be an experimental program, to be up and running as soon as possible, for implementation during the COVID-19 reorganization. If the program is successful, it could be ongoing, not only in China but at the regional level in the United States, or in remote countries and areas.*

Phase I Program Participants:

For the first test round, a small group of Chinese candidates from diverse areas and affiliations within CFA were selected by the subcommittee and will receive an invitation to go through this experimental program. These candidates are thought to have the potential to be successful. They are prominent people in China who already have a significant investment in CFA and the cat fancy with many years' experience, are licensed clerks, and have some proficiency in reading and writing English.

Phase II Participants and Beyond:

Additional individuals, either suggested by board members or the subcommittee, will receive an invitation to participate in future rounds of acceptance.

Training:

The concept is “on-the-job training.” A core group of CFA Allbreed Judge trainers (“trainers”) will be formed, to provide the candidates with whatever tools and assistance they need, to get started.

Online training would begin with the online breed presentations. Candidates would view all available presentations in their particular specialty, followed by a very limited test.

At least one Zoom handling session would be conducted with a trainer. The applicant would need to have available for the handling session several examples of breeds in their specialty. For instance, a SH applicant would need an example of a slinky, a working breed and a moderate breed available at the Zoom session. If the applicant requires an additional session, that would be set up a week later so they can absorb the handling advice.

When the online training and handling session(s) are satisfactorily completed, the candidate will be given the title of “CFA Associate Judge” and the Board of Directors will be notified. The Associate Judge may only judge shows in China.

Evaluation:

Once the Associate Judge begins judging shows, they will be evaluated by the club. At least one CFA judge must be at each show at which any Associate Judge officiates, to serve as a lead judge to answer questions and provide assistance, if needed.

Incentive:

The Associate Judge could convert to regular status in the same manner as a guest judge would qualify, according to Judging Program Rule 3.8.

MOTION: *Accept the China Associate Judge Proposal, as presented.*

*Respectfully submitted,
Melanie Morgan
Rachel Anger
Wain Harding*

Calhoun: Let’s get started then. You should be able to see the China Associate Judge Proposal. I think Melanie is going to walk us through that. **Morgan:** Sure. I think anyone who has had a chance to see the news today has heard the situation between China and the U.S. is

rapidly escalating the wrong direction, unfortunately. Both countries I think are denying entry to the other, so it's certainly not a good situation at all. The reality is that I think it's going to be a long time before the States can send CFA judges into China. At the moment, we can't even get judges from Hong Kong and any other country, even in Asia, into China. Although they could be relaxing those restrictions in the near future, it's certainly not anytime right around the corner. We already have several associations in China who are active and they're already on the ground starting to produce cat shows. So, our feeling is that we can't sit back and wait until the borders are open and we can send people in, because that could be a long time. It could be certainly for the U.S. judges anywhere between a year to two years to maybe never, who knows. So, if we don't want to let an important part of our CFA family go, we need to look for creative solutions that are going to give us some rapid results. The plan that you have before you is designed to do that. Given the fact that we don't have many China judges, it's impossible for us to put on shows, but that doesn't mean we just need to throw up our hands and walk away. We're very thankful that we have a strong group of core exhibitors and breeders who are incredibly loyal to CFA. They want what we represent – CFA – in terms of quality on a global level and they're willing to help us step up and make that happen. We think that if we start to utilize this plan, we can get that going. We also have some flexibility in our opinion on this, given the fact that China has their own scoring system, so it gives us a chance to be able to go out and try new things. So, we're excited to try that in a beta test situation. If it works, we could ostensibly be up and running in a matter of a month or two at most, possibly even weeks. So, the people that we selected on this original beta test thing are imminently qualified. They've got a ton of experience. They would essentially be getting on-the-job training. Frankly if it works, this could represent a whole other way for us to recruit and support qualified candidates in other areas from emerging countries to possibly even areas like Europe. So, I hope that you can hear me because I kept going in and out through all of that. Do you guys have any questions on the actual program?

Newkirk: How come [name omitted] was not put on this list? She is going to be [omitted]. **Morgan:** I have no idea who she is, so I don't know. I think that we certainly have a whole pile of other qualified people that we can work on from there, but I don't know where she's from or who she's in or where they came in. These selected people are basically from our ID Chairs, based off their experience and where they're going. That I can't tell you. I'm sure there will be a lot of names that all of you can offer up, and I think certainly they can be considered moving forward, but I think we need to keep this first group to a smaller group, just to get us going. **Newkirk:** Well, she's [omitted] over there [omitted]. I think it's an insult to her not to have her on the list. She is really good friends with [name omitted]. She's from [omitted] and she was with [name omitted]. I'm sure you know who she is. She's a [omitted] breeder. She clerks all the time, her English is very, very good and I think it's sort of a slap in her face not to have her on this list. That's just my personal opinion. **Anger:** This was the list that was recommended to us by the ID Co-Chairs, to start off with. It's by no means a limited list. This is the group we want to start with in the first round, though. I have the same issue as Melanie, I just don't know who [name omitted] is so we were going by their recommendation. We can add her to a second group which is hopefully going to start soon. Melanie, are you willing to accept an amendment to that list? **Morgan:** Not without talking to Dick and Wain. I don't think it would hurt. Certainly, that's something we could look at, but if we start opening this up, I think everyone is going to have their person to go out there. I think Darrell certainly has a point if she's [omitted] but I have to say that we have many regional directors who are not necessarily in the Judging Program [omitted]. I would have to talk to Dick and Wain on that before I could

make an adjustment on the fly. That doesn't mean that if we go forward with the program and we feel very strongly about it, that that can't be added in, but I don't want to see this list getting longer and longer. It's going to be difficult to manage in the first place. If we want this to succeed and we get stretched too thin, we're going to do a lot of things half way and nothing right. We want to do this whole project right up front the right way. **Newkirk:** I'll tell you one thing, [name omitted] doesn't speak English. Neither does [name omitted], and [name omitted] does not speak English.

Currle: I have two questions. My first question is, Melanie, are you truly in support of this? **Morgan:** Yes, 100%. **Currle:** I read the minutes from the other night. In any event, my next question is, why don't we open it up for a week? If you bring out a specific list of people that's a small group – I know that the ID chairs know these people, I know they're very supportive of CFA. I know a lot of them myself, but you're going to create a firestorm over there in China. I can guarantee you that, "why wasn't I on this list?" Darrell already brought up one name. I can think of many people that are probably qualified. Open it up for a week. "Send me your applications, we're going to choose 10, we're going to go forward." It's not going to kill us. **Morgan:** That's a bad idea.

B. Moser: I'm with Darrell. I think she's [omitted] and she is qualified. I know who she is. She's a good clerk and everything else, and she has nice cats. I really think we should include this person. **Mastin:** Just a recommendation. I believe Melanie has 8 names on the current list up for approval. After we approve these 8, we could always approve the person that Darrell is recommending, subject to Wain and Dick's approval. Then that would save us time in having to revisit this. **Eigenhauser:** I was going to speak in support of Darrell, but I think Rich has a good idea. Why can't we just give a tentative group of people now and get it done with, and then run it by the ID Chairs to make sure there's no problem they're aware of. **Morgan:** Fair enough. Good suggestion.

Black: I think I have to side more with Kenny on this. I think that each of these people, where they may be the ones that the ID reps [sic, Co-Chairs] have agreed would be good ones, I think that each person should be able to submit an application for this program if we approve it, then those would all be vetted and then you would make a decision from there. That makes it look more fair than just hand picking people. I agree, we could have others added later, but I think there needs to be a procedure that we go through, if nothing else, just to give the impression that we're making it open and fair, that anybody who wishes to be considered for this program should send an application. I don't think we should be hand picking any of these people. I can understand [name omitted] because he or she is [omitted], but I think all the others should have to send in an application and open it up to anybody who wants to send it in, give it a timeline and move on from there. **Hannon:** Kathy, who would you propose would evaluate these applications? **Black:** Well, I think that they should go to the Judging Program Committee. **Hannon:** Keep in mind, she wants to get this thing up in a matter of weeks. **Black:** Well, you can do that in a matter of weeks. They have WeChat. They're all on it. **Anger:** I think we are micro-managing again. This is meant to be a proposal where we get these guys up and running competently and very quickly. This is slipping through our fingers. If we want to start taking applications and do this and that requirement, it's going to be months. We don't have months. We won't have a cat fancy there if it's months. I think what we should do is start with the list that has been presented, approve this tonight, and then if we want to take additional names, then

those people will follow very quickly in a second batch. In fact, Kathy, that was my suggestion, that we would send out a notice, give people time to come back and respond. Wain and Melanie were both very adamant about the fact that we do not have the luxury of time to do that. I would like to have done it. I think that would be the best plan, but we need to salvage what we have over there and go forward with this now to support those guys. **Currle:** I would like to hear the numbers of decreased registrations coming from China and why this is such an urgent situation.

Newkirk: I'm pretty active on WeChat with all the friends that I have over in China and in addition to the clubs or associations that Melanie had on there, probably the biggest and the oldest is UCA. They are probably more active than the other clubs. Also, you have to understand that [name omitted] is very, very active. They are planning all kinds of shows. Now, somebody in Thailand – not Allan Raymond, somebody else, an exhibitor – sent me some posts and it's got 3 women on there that are newly allbreed judges, 3 judges that are approval pending shorthair. He's using the same nomenclature that we use for our advancing judges. So, my point is, I think this is urgent. I agree it needs to be done. It needs to be done rapidly and it's going to take a little bit of organization to get these people through sort of an abbreviated BAOS. I was at Patty's today because I was helping her get her Zoom all set up and running because if you're judges, you know you got an invitation for the Singapura breed presentation on the 27th of June. So, they're just now learning how to do this. Barb Jaeger is going to be in charge of the BAOS's and so I suggested that they include her in on these breed seminars so she can get used to it, so that when the first BAOS comes off she is going to know how to work the software. So, I can't agree with having applications sent in. It's just too time consuming. I'm sure Melanie and the Judging Program can evaluate the applications, but I'm not dissatisfied with the list of people we've got here. However, like I said before, [name omitted] speaks very little English, [name omitted] speaks very little English and [name omitted] speaks very little English. Well, [name omitted] doesn't speak much either. But [name omitted] is very well versed in English, and so, I mean, the point I'm trying to make is, don't set these people up for failure. If you're going to try to teach them and they don't get the language, they're going to have to have somebody there translating everything that you say in order to teach them how to do this. So, to me, it's really short-sighted to not include somebody who can really grasp this and get it and work with it. She can help the others as [omitted] that want to come through the program. I just think it's poor technique to leave her out on this first round.

Krzanowski: I would like to hear from the International Division Chairs, Wain and Dick, to find out why her name was not included in the list. But, aside from that, in the meantime, I would like to see this list approved. We need to get this moving right away. I see there is a great urgency to get this done. Otherwise, we're definitely going to lose ground in China. When these are announced that they're undergoing this program, at the same time perhaps we can make an announcement inviting applications from other people that might be interested in joining the program. But, in the meantime, we can get these people moving while we are evaluating the other applications. Does that make sense? **Anger:** As the person who wrote the motion, if Melanie will agree – and I think we touched on this but didn't carry it forward – I would like the motion to be, *Accept the China Associate Judge Proposal, as presented, pending the ID Co-Chairs' approval of Darrell's suggestion to add to the list.*

Currle: Could we add two more names – [names omitted]? **Morgan:** No. If you start adding names and it gets unwieldy, we can't do this right. It's that simple guys. **Currle:** They

can both speak English. I'm just trying to address what Darrell's concern was. **Hannon:** My understanding was, the plan was to have somebody that speaks English helping those who do not, translating for them. Part of the problem Kenny is, you get too many people, it's impossible to train them all. **Morgan:** Right. **Currle:** I go back to my original concern. It was not democratic. This was chosen by a certain group.

Mastin: Just in case Rachel's motion needs a second, I'm willing to second that motion, but I think it is important that we approve this list and we can address Darrell's request to put the [name omitted] on the list, pending approval of Wain and Dick. It's very simple. Let's move forward and then we can address the second round. We have to take one step at a time and move it forward so we can get on to the next one. **Morgan:** I think that what Rich just said is exactly what I would say. Going back to the selection of this, it seems we're kind of going back to the future. My understanding is, well before my time that judges were invited to the Judging Program, or people were invited to come in and then they were up and running and they either sunk or they swam. In a sense, while we're getting this started, this is not an all-inclusive, everything group. We fully recognize there's a whole pile of wonderfully qualified people still out there, and the hope will be we'll get to them, but we can't stretch ourselves so thin that we can't do this. If we're going to start adding a ton of names, someone else can start managing the training because it's going to be beyond me and well above my pay grade. Again, this is not all inclusive. I have zero problems of adding [name omitted] in. I think it's a great idea. I do think we need to get the ID Chairs to buy in, but I think that should be fairly simple. I have zero problems with that. It may be that not all of these people here are interested in doing this and we may lose a name or two, in which case we can add someone on. So anyway, that's where we stand, but inviting judges to the Judging Program is not actually such a wonderfully novel idea. It's where we started. We're just going back to it and hopefully we'll get some really qualified people that can do on-the-job training. **Currle:** I still think that you're going to create a lot of situations in China because of the chosen few that you have just presented us. I think that it needs to be opened up democratically. I don't think it's going to hurt us one bit by asking for applications which can be vetted by our very capable CFA Judging Program.

Hannon: Where are we going with this? Any other discussion on the proposal? **Currle:** Are we amending the motion? **Hannon:** Melanie, are we amending the motion to include the new ID Rep, pending approval? **Melanie:** Pending approval of the ID Chairs, sure. **Hannon:** OK, so it's the list that we were provided plus [name omitted], pending approval from Dick and Wain. Is there any other discussion, or do you want to go ahead and vote? Alright, I'm going to call the vote.

Hannon called the motion. **Motion Carried.** Currle voting no.

Secretary's Note: Following an executive session discussion regarding CFA financial closings, the following motion was made by **Ms. Calhoun**, and seconded by **Mr. Eigenhauser**:

Motion: Approve Maloney + Novotny to conduct the 2019/2020 Audit with a new lead auditor and to authorize the Chair of the Audit Committee to represent the Board's alignment by agreeing to the "Statement Acknowledging of Financial Statements and Closings." Seconded by **Mr. Eigenhauser**, **Motion Carried.** Hannon abstained. Webster did not vote. Schleissner and Koizumi did not attend the meeting.

Meeting adjourned at 9:02 p.m. EST.

Respectfully submitted,
Rachel Anger, Secretary
The Cat Fanciers' Association, Inc.