

Hunting Retriever Club Inc.
2024 Annual Board of Directors Meeting
June 08, 2024
Meeting Minutes

Sheraton Westport Plaza Hotel, St. Louis, Missouri

President – Jack Gravely
Vice-President – Glen Scarborough
Secretary – Sarah Krause
Treasurer – Kristine Odden
Parliamentarian -- Joy Freeland

- I. CALL TO ORDER:** The annual meeting of the Hunting Retriever Club, Inc. (HRC) was called to order at 8:15 a.m. on June 10th, 2024, by President, Jack Gravely. Jack welcomed everyone and asked Mike Botts to open the meeting with a word of prayer. Jack then reminded everyone to come up to either microphone to speak and unless you are carrying a vote or are a Field Rep - you cannot speak in the meeting. Field Reps can speak without a vote.
- II. ROLL CALL:** The Executive Committee (EC) made up of President Jack Gravely, Vice President Glen Scarborough, Secretary Sarah Krause, and Treasurer Kristine Odden were present at the meeting. Joy Freeland was present as Parliamentarian.

SARAH KRAUSE, HRC Secretary called the roll. 122 of 149 clubs were represented either in person or by proxy. With the 4 EC members and 122 clubs, a total of 126 votes were available and a quorum was satisfied.

MIKE BULLEN, Green Country: inquired if the number of votes can be identified between actually present versus proxies that were present?

SARAH KRAUSE: yes it can.

MIKE BULLEN: clarified it doesn't have to be right now but at some point.

(POST MEETING) REQUESTED ROLL CALL CLARIFICATION AND POINT OF CORRECTION: The actual club count represented was 127 of 156 total clubs, plus 4 EC members for a grand total of 131 available votes. The discrepancy in club attendance came from those that had not pre-registered but had registered in person at the door. Of the 127 clubs represented: 37 clubs voted in person and 90 club votes were carried by designated Proxy. There were 29 clubs that did not vote or send a Proxy.

- III. APPROVAL OF PRIOR MEETING MINUTES:** A copy of the 2023 meeting minutes was provided in the board members' packets as well as posted on the HRC Website. Secretary Sarah Krause submitted the 2023 meeting minutes for approval. A motion to accept was made and seconded. With no further discussion, the motion carried unanimously.

JACK GRAVELY, HRC President: there are samples of the new camo jackets – one at the end of the table, one by the podium and another hanging in the back of the room. These are the prototype jackets that Avery/Banded made for us to bring to this meeting so everyone can look at them. We had a lot of trouble getting jackets for the last year and a half. If everybody is happy -- and so far, pretty much everybody is -- we're going to buy 500 of these jackets, which will last us approximately five years. So we'll have camouflage jackets for quite a while. If you have any questions about the jackets, please look at them and ask one of the EC. With that, we're going to call the Audit Committee.

REPORTS OF COMMITTEES:

Audit Committee Reports

MARINDA DYE, Audit Committee Chair reported

The Audit Committee consisted of Chairwoman Marinda Dye and committee members Karen Davis and Heather King. The committee reviewed financial records on Friday, June 7, 2024 for each of the three accounts: HRC Inc., HRC International Grand Inc and HRC Foundation Inc. They were all found to be organized and accurate for Fiscal Year 2023 which is from June 2023 to May 2024. A random sampling of disbursement shows there was proper documentation available for each entry, and purchases were appropriate and approved. All reviewed entries and accounts were correct as stated.

MIKE BULLEN, Green Country: I understand from the report that the review was done by sampling; is that correct?

MARINDA DYE, Audit Chair: No I'm sorry not a sampling - we went through everything.

MIKE BULLEN: So some questions with regard to the income statement. First one being EC Club Support. Can we have some explanation of what that entails?

KRISTINE ODDEN, HRC Treasurer: The EC Club Support represents when EC goes to a hunt test for an inaugural hunt or an anniversary hunt.

MIKE BULLEN: So would that not be covered under travel?

KRISTINE ODDEN: I would have to look at that but I believe it's all under EC Support, or club support.

MIKE BULLEN: Okay. In the future, it would be helpful if we identified the travel and the club support and be specific about what that entails.

KRISTINE ODDEN: Okay. Duly noted.

MIKE BULLEN: Second question is on page 3, National Meeting Professional Fees. 2002 [sic] to 2023, we had \$4400 in fees. This year, we're showing \$700 in fees. Can you explain that?

JACK GRAVELY: I can explain that. That first amount was for a stenographer. Last year, we did not have a stenographer. That \$700 was to the hotel. They taped (audio) it. This year, we have a stenographer again.

MIKE BULLEN: Okay. So the \$700 that we're showing in 2023 to 2024, that is for hotel (audio) taping?

JACK GRAVELY: Yes, sir.

MIKE BULLEN: Okay. Next question is also on page 3. New club -- or it's the line that says Professional Fees. You've identified Professional Fees above National Meeting as stenographer. On this next line, we're also identifying Professional Fees for \$1100. Can you explain what those are, please?

KRISTINE ODDEN: That expense is for the annual tax return, and then the quarterly fee for payroll.

MIKE BULLEN: So kind of the same thing; if, in the future, we could identify -- because you're seeing so many lines saying "Professional Fees." If we could get some sort of identifier as to what those support.

KRISTINE ODDEN: Okay.

MIKE BULLEN: With regard to the Field Rep Expenses, we list a total on travel, meals, and hotel. Is there a reference or a document that identifies by region what the expenses are?

KRISTINE ODDEN: I could do that. It would be a separate report to figure it out by region.

MIKE BULLEN: Is that something that could be available later on?

KRISTINE ODDEN: I'll see. I don't know, but I will check.

MIKE BULLEN: Okay. In the future, it would be helpful if we evaluate to see if the EC or the Board of Directors which region is supporting the clubs by being in the field, and it gives us an idea of how much travel that they're also doing per region. Kind of the same thing with the Running Rules section. I know we didn't have anything, it wasn't really followed in June 2022 to 2023. We're seeing a little bit more show up for '23, '24. If we could just have some idea by which region, let us know who's working for HRC.

KRISTINE ODDEN: Okay.

MIKE BULLEN: On Other Expenses, personal camo jackets. Are we talking about the awards?

KRISTINE ODDEN: No. Really, I should have labeled that a little bit differently. Those are camo jackets that were purchased by members that wanted a replacement or 2nd jacket. I broke that out separate. They paid for those jackets. We also incurred an expense for those jackets. But that should break even.

MIKE BULLEN: Okay. So the income coming in, did it exceed the expense?

KRISTINE ODDEN: No.

MIKE BULLEN: That's all the questions I had. Thank you for your answers.

GLENN DYE, Field Rep Chairman: We do have Field Reps that are attending hunts that are not charging us anything. So to compare region to region won't show what you want to see. What I'm saying is, you might see a region where there's absolutely no expense at all.

MIKE BULLEN: That's fine. (Inaudible)

JACK GRAVELY: Michael, if you have any questions, you need to go back to the podium. I will say this also. We have regions that, are 250 miles across one region, and the next region over might be a thousand miles across it. So looking at travel expenses will never be the same. You're not comparing apples to apples.

MIKE BULLEN: Yeah. And you know, it's not unlike we're not trying to compare dog to dog at the line either. I don't want to compare Regional Field Rep to Regional Field Rep. But I think it would be a good idea to have the information so at least we have some clarification, transparency of who's working. If you got a Field Rep that's not charging, that's them donating their time and effort to the HRC. That's great. But I think it would be good to know who's out in the field and who is working for HRC. It's just an easy way to get a snapshot of the Field Reps that are out working.

RUSTY WISMER, Essex HRC: I'm just looking at page 2, and maybe you're going to explain this later, Jack. But I'm noticing the Charter Fee Income for this past year is almost a thousand dollars less than the previous year. My understanding was we've had some growth and some new clubs. And also, looking at the next line, our membership dues have went up substantially. I'm just wondering why the Charter Fee Income is down from the previous year?

KRISTINE ODDEN: On the Charter Fee Income, that's just what we've received so far for the year. There are probably some clubs that haven't sent money in yet. The Membership Dues, that is -- so when I took over the position, we were about six months behind on collecting membership dues from UKC. That was collected this time last year, so that increased our membership dues.

RUSTY WISMER: Okay. Thanks.

A motion was made to accept all 3 Audit reports and seconded. With no further discussion, the motion carried unanimously.

Grand Hunt Committee Report

TRACY STUBBS, Grand Committee Chair reported

This was another record-breaking year for the Grand. Grand Reports, first off, will be the Inducky HRC Region 6 Grand hosted by local Chairman, Leroy Mason. He stepped away from our committee and led the local group. The efforts of Inducky HRC, Region 6 members and supporting members as well as the Western Kentucky WMA staff, led by manager Tim Kreher cannot be given sufficient praise. The Fall Grand had 998 dogs entered, with 928 dogs running after scratches. 257 dogs passed. Not to be outdone, local chairwoman Renee Archer and Old South HRC rose to the task with the staff from WC Bradley Farms, led by Dan Fletcher and Derek Lynch. The farm prepared for the camo invasion. The Spring Grand, despite eight hours of rain delay and storm damage, finished on time. On a personal note, I was able to step away and run my dog at the Grand, and I would like to thank Dean Roy and Jimbo for stepping in and filling my shoes. I don't think they could have done a better job. I'm so proud of them, and all the members of the Grand Group. They let me go and just enjoy the event, and all I can say is, man, those judges are hard. I can see those marks. They were too quick with the pencil. Did I miss anything, Derek? Spring Grand had 832 dogs entered, 782 dogs ran. 189 dogs passed. I wasn't one of them, but there was 189 of them! The next destination is right here in St. Louis at the Busch Wildlife Center; local Chairman, Ben Kuhn. Gateway has hosted the Grand before at Busch, and we had a record-setting Grand there, and that's what our

expectation is coming here. The partnership with the Missouri Wildlife and the facility managers out there has grown, and that's a real good thing for our organization.

The spring '25 Grand will be at the BONG Recreational Area, hosted by WISILL. WISILL is a very seasoned Grand group, so our expectations are high!

A motion was made to accept the report and seconded. With no further discussion, the motion carried unanimously.

Grand Treasurer's Report

RITA JOHNSON, Grand Treasurer reported

You have in your (packets) financials for the two Grands. The fall Grand, total deposits, expenses and net income are reported. The spring Grand, total expenses, deposits and net income are reported.

A motion was made to accept the report and seconded. With no further discussion, the motion carried unanimously.

Field Representative Committee Report

GLENN DYE, National Field Representative Chair reported

The number one task discussed was consistency throughout North America; that we want to have consistency in our testing and consistency in our judging.

We spoke about the seminars and having Zoom seminars to help those regions where there's so much distance from one to the other.

We want to make sure that our Field Reps are intimately involved with bringing on new clubs, as well as trying to help these new clubs become successful.

We spoke about judging in these regions. We have a -- we call it telegram, to share when judges in Region 2 that need judging assignments or Region 5A, has a club with funds that could bring that individual in and help get assignments in. This helps the judge and the region as a whole.

We discussed the 200-mile limit between clubs. We're at 152, 153 clubs now, and finding weekends is going to be a challenge but does that suit us? Actually, at this point, there are places where it does. There's other places where it may not. Ultimately, we have been allowed to have a discussion between regions and clubs and can decide that on an individual basis.

Our hunt test reports. I don't need a show of hands or anything, but how many of you realize that when a Field Rep visits your hunt test for the weekend, that at the end of it, they make out a report? Just saying a couple of little items, like everything went well, they had decoys, you know, the simple things like that.

We did discuss something, kind of very sensitive - the dogs that are not fully registered, the performance-listed dogs and the UNRC, unrecognized dogs, participating in our program. Quite frankly, it's going to be hard to keep clean, guys. It has a lot to do with individual clubs recognizing the registration designation to keep these dogs from participating. We don't want to stop anybody from having fun with their dog but we don't necessarily want to be giving point receipts and ribbons to a dog that is not a full-blooded retriever.

We discussed mentorship with these Field Reps. We need to look at the Running Rules Rep as being the next in line. We thought maybe once a new Field Rep is appointed, we could turn around and -- Mike (Bullen) I know you're looking for the expense -- but have a mentor at least on their first hunt test.

Many years ago. Past President, Rod Smith, came up with a flagging policy, for the judges. I know it's going to be a sensitive subject, but you may realize there's judges out there that need a little bit more "instruction" (let's say it that way). We need this to identify those judges and give us a process that we can help those them become better.

Your Field Rep is not a policeman. They're there to help the clubs, help you do a better job, work with your Hunt Secretary so the paperwork is clean, gets in to UKC in a timely manner. When they're there, welcome them. I'm really sure that they're going to do their best to help your club become a successful club in HRC.

A motion was made to accept the report and seconded. With no further discussion, the motion carried unanimously.

Sponsors Committee Report

LORI GREER, Sponsor Committee Chair reported

Thanked the EC and committee members for their support. She also mentioned that sponsor banners for the use of the clubs have been ordered. Please take time throughout the hunt test year, if you see any of our sponsors at your hunt test, please extend a huge thank you; social media thank you, anything. They do a lot for us, and the more that we thank them and show them appreciation, the more they will return back to us as members, as clubs. This is probably going to be our biggest raffle today. Every penny of that raffle money goes to the Foundation for more scholarships.

A motion was made to accept the report and seconded. With no further discussion, the motion carried unanimously.

Public Relations Committee Report

KYLE KRAUSE, Public Relations Committee Chair reported

We had 14 PR Reps present, seven weren't able to make it. We discussed Facebook, the social media aspect; especially to try to help the Sponsor Committee get the information out. We did teach Darrell Day what hashtags are.

DARRELL DAY: You're welcome!

KYLE KRAUSE: We have four new PR Reps due to the fact, one, that we had a new region added in; and we had two others step away. Darrell Day Region 8A. Randy McComas 7A. Ashley Ezell Region 5. Ashley is our newest. She got appointed three weeks ago. And then second newest is Melissa Fyffe Region 9.

So we've got a lot of good people working together, and we are going to try to get more information out. They did ask clubs to get your reports into them for the magazine. Don't make them call or e-mail you. You might want to talk to them but try to get your reports in quicker. And all regions - use those region websites or Facebook pages, please!

A motion was made to accept the report and seconded. With no further discussion, the motion carried unanimously.

Running Rules Committee Report

TODD THARP, Running Rules Committee Chair reported

He reviewed the 2023 Proposed Rule Changes and their result with pass / fail counts were as follows:

- | | |
|--|----------------------------|
| 1. Finished Walk-Up – PASS | 87 pass vs 33 fail |
| 2. Started Delivery – FAIL | 18 pass vs 102 fail |
| 3. Grand Diversion pg 69 – PASS | 104 pass vs 16 fail |
| 4. Grand Diversion pg 70 – PASS | 102 pass vs 18 fail |
| 5. Grand Honor and Diversion Rest Placement – PASS | 94 pass vs 26 fail |

LARRY MCMURRY, Amberjack Farms HRC: One of those -- I don't know exactly which one it is that passed. I think it's the very last one on your sheets, number five. While I totally agree we need to do this, I have a little bit of confusion as to what we're going to do with this one. Because it makes -- the last sentence says: The required honor and diversion portion of the test will be placed as determined by the International Grand Committee. Well, what is required? There's nothing here that really says what is required, that defines that. So if somebody could tell me what that is, I would be happy.

GLENN DYE: I think that was a very difficult running rule to even understand. But simply, the Grand has increased like it has. Our present wording in the rule book, you would have had to have done the honor and the diversion in multiples of four. But once you go to six and eight -- we might could've worked it out. Once you go to ten, it's impossible, mathematically impossible to do what the rule book had us -- a diversion on land, honor on land, a diversion on water, and a diversion on land. So Larry, what's required is that the dogs have an honor on every other series and a diversion on every other series. The placement of

where those occur is left up to the Grand Committee to do it as is necessary by the grounds or the simplification of the test.

LARRY MCMURRY: I totally agree with what he just said, but it doesn't say that in our rule. It doesn't say we have to have -- in that rule, it doesn't say we have to have any honor or any diversion. That's my point; it doesn't specify that. I know what you're trying to do, and I totally agree with it. But our rule needs to say that; that we have to have an honor and we have to have a diversion.

JACK GRAVELY: Larry, I think I can answer part of that for you. That rule has already been passed. If you want to write another rule, you're more than welcome to do that. But this rule has been passed just the way it was worded.

LARRY MCMURRY: I totally understand that. But that leaves area for confusion.

JACK GRAVELY: Then I would suggest you write another rule.

LARRY MCMURRY: It's coming!

TODD THARP: I've currently got five new proposals for this voting cycle here, so we're going to be voting on five -- probably six now that Larry is going to rewrite one that we just voted on again. So we'll probably have six new proposals to vote on.

- Three of them are proposing to have the option to use a simulated mallard in Started, Season and Finished.
- There's a duplication about dead birds and started, verbiage there. It's just to remove that.
- The last one is about when the honor dog is to be dismissed.
- And then it sounds like we're going to have another one coming back from the Grand from Larry. So there will be six proposals, if Larry writes one up for me. So that was it. So we'll have five coming back.

And then the last thing I want to talk about is since we're doing everything on an annual basis now, with that, the timeline is April 1st to turn everything in currently. The Running Rules Committee would like extend that to May 15. And our reasoning behind that is it gives us an extra six weeks to knock on your door, bang on your e-mail, whatever, to get you clubs to vote on these proposals, and it just extends that time period. And getting it together is not a big concern, but to get it to the Running Rules Reps by the 15th of May, and then get it to me by May 20 is more than enough time to put the spreadsheet together to bring it to the annual meeting. Yea, nay, maybe?

JACK GRAVELY: So you want to change the date in the Running Rules charter?

TODD THARP: From April 1st to May 15 to turn in proposals and your vote.

JACK GRAVELY: All right. We need a motion on the floor to change that.

ELAINE MITCHELL, Dogtown Retriever Club: Just for a point of clarification, the deadlines that you're talking about, are these for Running Rules only or policy changes?

TODD THARP: Just Running Rules.

MIKE BULLEN, Green Country: Will you update the Running Rules charter to show that?

TODD THARP: Yes. The Running Rules charter will be updated.

MIKE BULLEN: Thank you.

LARRY MCMURRY: Just to clarify, I can't write a rule this time, because it has to come back through the Running Rules process. So that's going to be another year. So just to clarify that.

TODD THARP: Yeah.

A motion was made and seconded to change the dates from April 1st to May 15. With no further discussion, the motion carried unanimously.

JACK GRAVELY: Thank you, sir. Todd, you talked before about changing the date from April 20 to May 20 for the ballots and proposals. Are you going to bring that up?

TODD THARP: It was May 15 to go to Running Rules Reps, and May 20 to get to me, to the Chair.

JACK GRAVELY: Yes. But you didn't bring that up. You brought up the 15th but not the 20th.

TODD THARP: Yes, I did.

JACK GRAVELY: Okay. I didn't hear you say that then. So if that's a second change, either way, we need a motion and a second to accept the change for the voted ballots and proposal.

TODD THARP: I thought it was one and the same. But if we got to do it, too, that's fine. May 20 to turn everything in to me.

UNIDENTIFIED SPEAKER: Make a motion that ballots be turned in on May 20 to you?

TODD THARP: Yes.

JACK GRAVELY: Now we have a motion and a second on the floor to change the voted ballots and new proposals -- for him to receive them by May 20.

With no further discussion, the motion carried unanimously.

Media Committee Report

ELAINE MITCHELL, Media Committee Chair reported

We did meet with the EC yesterday and talked to them about what our expectations are for this coming year, setting some new goals, and recruiting new help. As a carryover from my term as Secretary, and to help Sarah and Tammy out a little bit, we've been continuing to build those online forms in Cognito. We hope that's making things easier for you. I know it's certainly making things easier for Tammy to collect and manage that data. One of the things that we just finished, that will be effective after I get home from here, is that we changed our HRC hunt reports to be submitted electronically. There's a lot of redundancy in our reporting, and there are lots of parts and pieces. We cannot change what you send to UKC. You will still fill out your paper form and mail your check and your points receipts, just like you always have. As far as what's coming to HRC, you used to send one report to Tammy for your judges and completed assignments, then you sent another report to the Treasurer for the number of dogs that you ran and to pay your fees. We have combined those into ONE report! You will only enter the data once. When you enter that data, you'll enter the number of dogs that ran and the number that were registered or not. It will automatically calculate those fees for you – so Kristine doesn't have to go back and correct your calculation errors and call you to ask you for a second check!

You can either pay by check or we did add the ability for you guys to pay electronically. That's a convenience that's there for you. So if you choose to pay by card, you will be charged a processing fee (it's about 4%). Either way you pay, you just hit submit, and your paperwork goes to Kristine, just like it normally would. If you're paying by check – drop it in the mail, and when she gets the check, she matches it up with her form. So you have the option to do it either way. The form is there and ready now. It will be posted on the website when I get home. Those of you that have hunts now through the fall have probably already received your hunt packets. It is still perfectly acceptable to do it the old way with the paper copies, mailing it in. However, if you want to use the new form between now and the end of the year, you may. As of January 1st, we would like to make that the only way for you to submit your information.

A motion was made to accept the report and seconded. With no further discussion, the motion carried unanimously.

Ken Reinert, Wisill HRC – Motion to remove Jack Gravely as President

KEN REINERT, Wisill HRC: At this point, the published agenda was set aside as Ken Reinert came forward with a motion to remove Jack Gravely from his role as President of HRC. Ken made allegations of what he referred to as “vindictive and abusive behavior” and offered examples he had observed to substantiate those claims. Following extensive discussions, a vote was taken. Of the 131 eligible votes, 87 were to remove the President and 44 to not remove the President. Jack was removed from office per the bylaws. At that time, Vice President Glen Scarborough assumed the role of President and announced that an interim VP would be appointed by the Executive Committee members to fill the remainder of his term until the next regular election of officers. The meeting then resumed following the published agenda.

PHIL SWEDBERG, Great Lakes HRC: made a motion that the Board of Directors form a committee to review and rewrite the HRC bylaws and that the committee must include representation by the EC.

A point of order was made and an objection raised that this should be covered in new business. After discussion, the motion was rescinded until new business was reached on the agenda.

HRC Foundation Report

RAY CAITO, HRC Foundation President reported

Right now, your Foundation is myself as the President, Jeremy Browning Vice President, John Borchert Treasurer, and Elaine Mitchell Secretary. Our eight board members, in addition to our officers, are Roger Davis, Mike Witt, Patty Munson, Diana Peacock; Marion Grace, Marcus Bice, Brett Abernathy, Mike Botts. The purpose of the Foundation is to advance the education and training of hunters. The money that's given to the Foundation is used for scholarships, it's used for grants like -- I believe Wisconsin University got a grant last year to help with research on Labradors. It's used on HRC youth camps. It's used to help HRC ladies handlers seminars. The other thing the money can be used for that's contributed to HRC is for education. HRC is a Foundation that's a 501(c)3. For IRS purposes, you can make contributions that are tax-deductible. Moving forward, the board has tried to expand the transparency with all our members, sponsors, and HRC, Inc. The board recently approved that all HRC clubs that sponsor an HRC youth camp or HRC ladies handlers seminar, you're eligible for a \$500 grant. At this time, I would like to call up -- three clubs that have applied. Ken Reinert for WISILL's 6th annual youth camp; Don White for Midlands youth camp for kids with cancer; and Damian Stroderd for Four States annual youth camp. The other thing the board is doing is to meet quarterly instead of yearly to better serve you and our sponsors.

Effective in April, students that are attending an accredited vocational or technical school can now apply for the HRC Foundation scholarship. A few days after we put it on Facebook, we got three applicants -- one that wants to go to fire school and two welders!

The other thing we've done is established multiple levels of scholarships. You can get recognition at \$500, \$1000, \$1500, or \$2,000. Hopefully, that makes it a little easier for clubs or individuals to sponsor a scholarship if they would like. The goal of the board is that each kid that applies gets something from HRC Foundation. We also made a commitment that all money coming into the Foundation for scholarships will be awarded that year. Last year, we had 32 qualified applicants; 19 of them received \$2,000 and 13 got zero. We don't want that. We can make it to where each of these kids receives. Some of these changes have been made by the feedback we've gotten from you. And if you've got some other feedback, we'd love to hear it and help make all the changes we can.

A motion was made to accept the report and seconded. With no further discussion, the motion carried unanimously.

Foundation Treasurer's Report

JOHN BORCHERT, HRC Foundation Treasurer reported

You've all got a balance sheet and income statement in your packet. Just a couple things to point out: you'll notice that the cash that was in the checking account has gone down. The reason for that is we've opened up an investment account. We took that cash that was sitting there earning half a percent, and we put it into a brokerage account and a conservative account. It's got equity and fixed income, so we're trying to get some growth out of this thing. You can see there's CDs. There is a three-year fixed annuity. You'll see that our assets have grown. If you want to look at the income statement, our investment income is up from last year. The memorial contributions are more. Sponsorships are down, but that's because our fiscal year is a 5/31 year end, and some of these sponsor moneys, have not been received by the end of May. So that's why that's down. The accounting fees are for preparation of the 990, which is what a tax-exempt entity files for a tax return. You can see what's gone out the past two years in scholarships.

A motion was made to accept the report and seconded. With no further discussion, the motion carried unanimously.

HRC Foundation – Awarding of Scholarships

RAY CAITO, HRC Foundation President reported

We got 35 scholarships, \$2,000 apiece, that's \$70,000. Where did it come from? \$32,000 came from corporate sponsors; \$30,000 came from the memorial, our club; HRC Grand is sponsoring a scholarship this year; and then there's \$2,000 that's coming out of the HRC Foundation.

Our goal is to have the money go out to the kids and still preserve the integrity of the principal that we have in HRC Foundation, and grow it through new investments.

Honorary memorial scholarships this year are:

- Omar Driskill Scholarship
- Ernie Istre Memorial Scholarship
- Rod and Carol Rombauer Memorial Scholarship
- Carol Ford Memorial Scholarship
- Phillip Freeman Memorial Scholarship
- Tom Hell Memorial Scholarship
- Bob Huschle Memorial Scholarship
- Mitch Mitchell Memorial Scholarship
- Wayne Gey Memorial Scholarship
- John Wallace Memorial Scholarship

Elaine Mitchell and Marion Grace drew numbers out of a hat, matched them to the list of eligible recipients and announced each winner accordingly. This was live streamed on the official HRCDOG Facebook page.

A motion was made to accept the presentation and seconded. With no further discussion, the motion carried unanimously.

HRC Grand – Donation to Foundation

TRACY STUBBS, HRC Grand Chair reported

The Grand is simply the Hunt Committee for HRC, Inc so it's HRC's fundraiser event, just as every other club has a hunt and benefits from the proceeds. We have a checking account that Rita administers and is accountable for through the Audit Committee, and that's to run the events. It's not for capital purchases or anything like that. It's every check that's written out of that account is attached to an event; so the Spring Grand, Fall Grand. Our proceeds are anything in excess of our operating lines that we have in the Grand account is turned over to HRC. So we did not turn that over this year because we have a possible expansion year coming up at the direction from the Executive Committee. But we're holding money in that account, more than what we usually hold, so that's why you see that high balance in there that Rita presented earlier.

Out of our past proceeds, and as directed, HRC, Inc., the Executive Board, has given \$10,000 to the Foundation to establish and support the HRC Grand Honorary Scholarship!

A motion was made to accept the scholarship and seconded. With no further discussion, the motion carried unanimously.

Honorary Lifetime Membership Committee Report

TRACY STUBBS, Lifetime Membership Committee Chair presented

The committee announced the following 4 members: Bob Brundrette, Marcus Bice, Tommy Harp and Cliff Romaine as the 2024 nominations to receive Lifetime Membership status.

All four nominees were voted and approved by the board of directors for Lifetime Membership status.

REPORTS OF OFFICERS:

President's Report – Glen Scarborough:

Field Reps. Those guys do not get paid to do that job. They are 100% volunteers. They only get paid for their expenses. They don't have an open check credit card that they can use. Everything is under a checks and balance system with them. Some don't even turn in receipts - they pay their own expenses. They're the glue of our game, and we need them. So thank you, guys.

Running Rule Reps. A lot of them are helping Field Reps now. They step in when the Field Reps are busy and help at seminars. We told the Running Rule Reps, we're putting in money and time to train you, possibly if needed to be the next Field Rep. If you see a Running Rule Rep at your test, it may be because your Field Rep couldn't make it. They know the rules, they're stepping in and they're volunteers.

The west has been growing big time. I just went to Utah. We were 300 yards from the end of the Salt Lake. They got enough grounds there to run a Grand. They had T-shirts, hats, hoodies, M&Ms with their logos on them. It was awesome. If you get a hankering to run a test that's in some really cool areas, go out west!

One thing that I'm concerned about in HRC is we're all getting older, and we need more judges. If anybody in here doesn't judge, hop in and start judging, please. If you got members of your club that's not involved in judging, get them involved. We'd love to have some 30s and 40s -- it's going to be a problem if we don't start replacing some of us old guys!

Have you seen the (new camo) jackets? So it was my idea to go with Avery. They're a big HRC sponsor of our ours. The company we had before quit making camo jackets. It was not easy to find somebody. I got with Mr. Carrington with Avery, and he built that jacket for us. So it's not on the market right now. Just so you know – it's a waterproof jacket today but when we put the logo on it and they punch a thousand holes in it, it won't be waterproof but it will be water resistant. We're going to order a bunch of them, like Mr. Jack said earlier, and hopefully not run out for a bunch of years so those will be coming. If you're waiting on a camouflage jacket, we'll have some coming soon!

The 40th Anniversary T-shirt that Ms. Lindsay has -- I don't know if she was volun-told or volunteered. But she has been working her tail off to sell those. All the profit is going to a scholarship for the Foundation. When you go online on social media, to help our sponsors, if you would hashtag and put their name behind it. Any time you post something, that gets sent back around -- don't ask me how – but it gets back to them as a hit to a database somewhere. When they see HRC hitting, then a bunch of comments, that means, wow, people are reading their name. If you don't mind, at your test, just hashtag a bunch of sponsors. That would make Ms. Lori happy and me happy, and the sponsors will be very happy.

A motion was made to accept the report and seconded. With no further discussion, the motion carried unanimously.

Secretary's Report – Sarah Krause:

If you don't know me, you should. I was your Treasurer two years ago. I would like to thank Elaine Mitchell for making this transition very seamless. My biggest thank you is Ms Tammy Cobb. So just a couple things on my/Tammy's side of things. Just some kind of cool statistics.

Out of 156 clubs that we have, seven of them are brand new this year.

Charter fees. Out of 156, we have 152 that we have collected for this year.

From Tammy: she has processed, from January to now, 137 event Premiums. That's just six months which is amazing. But of those 137 Premiums – 64 of them were incomplete (nearly half)! And there were also 132 change requests! So when you are turning in your reports, if you have one change, great. If you think you're going to have five changes, please hold them and send them at one time because that's as many changes as there were events! That's a lot.

A motion was made to accept the report and seconded. With no further discussion, the motion carried unanimously.

Treasurer's Report – Kristine Odden:

I would also like to thank Sarah, Elaine Mitchell, Tammy Cobb, and Caroline Davis for helping me to get started when I took this over. I revised the financial reports compared to last year, so that we have last year's numbers. I feel like we don't know how we're doing if we don't have something to compare it to. So this way, we have a history, and I'll compare this to next year.

As Glen said, I was able to provide financials to the EC every month, and I believe it did help with some of the decisions we had to make. Also, I'm pleased to announce that UKC has been diligent in working with me on getting caught up on past reimbursements for the Field Rep expenses, as well as the membership dues. We are completely caught up for Fiscal Year 22-23 and 23-24 in the Field Reps. And the membership dues are caught up as of April 2024. The income is reflected in the P&L reports.

So moving on, the income statement. The overall income from the Fiscal Year ended as indicated in the report which was more than last year. Highlights include the membership dues which were over the previous year, which was about six months catchup on that. And the Field Rep expense reimbursement from UKC which were over last year, due to about two years' worth of collecting funds.

Operating expenses were down over last year. Some of the decreases include the EC expenses of about, Grand expenses, National Meeting expenses down, and Seminar expense down. Field Rep expenses continue to be relatively flat over last year.

Interest terms includes a new CD we opened. It was renewed a couple months ago. Also, we added to that CD as indicated.

The other interest includes interest from the other CD. We had two at the time, which came up for renewal. We renewed it as one CD, and then I also caught up the interest rate on that. I don't think it had been caught up in the past.

On other income, the indicated funds received so far for the 40th anniversary T-shirt sales. And other expenses includes purchasing those shirts. So net income ended higher compared to last year. I expect this year's income to normalize itself now that we're caught up on the UKC expense reimbursements.

On the balance sheet, both the Bank account and Grand account are showing strong balances.

Two CDs are totaling as indicated. The Master Card account balance is due to flights, events scheduled or booked for the National Meeting.

Lastly, Field Reps. I do have forms for you, if you want to pick one up from me, I have them here.

A motion was made to accept the report and seconded. With no further discussion, the motion carried unanimously.

IV. OTHER REPORTS:

United Kennel Club – Domenick Muoio:

I'm the Hunt Test and Field Trial Program Manager for the United Kennel Club. I'm up here to report on some of the numbers that we have from the United Kennel Club. As was mentioned, not long ago when the Secretary was speaking, your event numbers are continuing to trend up. In 2023 you held 355 Hunting Retriever events and just shy of 40,000 total entries. Some years are not exponential, but they are trending positively over the last three years. When we look at things like our subscriptions, subscriptions don't necessarily paint the picture of total members because it includes family members. So our family memberships, family subscriptions; it doesn't break that down individually. But you're still at -- just shy of 5600 subscriptions, which, when you compare that to the pre-COVID era, you still have about 800 new subscribers in this program.

When we look at the degrees awarded, again, everything continues to trend upward. When you look at the disbursement of your degrees, the HR title is the heart of HRC. It is one of the most awarded titles. And in speaking with the EC over the years, that is one of the biggest goals of HRC, is that HR title. That is your Hunting Retriever. And so it shows that the mission and intent behind HRC is still alive and true, the same

as it was 40 years ago. When you guys discuss your different regions, your different events being held, you can see that Finished tests are filling up fast, and the entry numbers support that as well. Over the last three years, your Finished entries are higher than your Started and Seasoned entries combined. Part of that lends itself to the rigor of getting an HRCH dog, the quality of dogs, and the quality of tests that are being put on is pushing these dogs to be entered more. And that, again, backs the purpose and intent behind the titles that you guys have here with HRC. Other than that, I have nothing but positive notes on the growth of HRC, the growth of events, entries, degrees, memberships. So again, that is the result of all of you guys' efforts. So great job and can't wait to see what we do next year.

The only place that I'm seeing any sort of -- where things were slightly lower than they were three years ago was our Upland hunter segment. But given last year's new addition of the Upland Hunter Champion title, next year, I hope to be able to report back that we have a lot more participation in that and we see a boom in those entries and those events.

ELAINE MITCHELL, Dogtown Retriever Club: I don't really have a question. But I would just like to say, I haven't had a litter to register in a few years. But dealing with the questions that come in on the HRC website and the ones that come through Tammy, you're Hunting Ops folks have made great progress in being responsive to our questions. And I would like to thank you for that.

DOMENICK MUOIO: Thank you.

A motion was made to accept the report and seconded. With no further discussion, the motion carried unanimously.

HRC Ambassador – Omar Driskill

Ambassador Driskill was unable to attend but Tommy Harp reported on his behalf.

V. OLD BUSINESS

None to report.

VI. NEW BUSINESS

Policy Change Proposals:

The following changes to the HRC policy were proposed

- | | |
|---|--------------------|
| 1. Increase number of Finished dogs to 40 per flight – FAIL | 37 pass vs 82 fail |
| 2. Regular Hunt test dates must include Saturday or Sunday – PASS | 97 pass vs 30 fail |
| 3. Remove ADA statement from Hunt Premiums – PASS | unanimous pass |
| 4. Send copy of Field Rep Reports to Club Presidents – PASS | unanimous pass |
| 5. Amend EC Travel Policy – FAIL | 46 pass vs 78 fail |

Copies of these proposals including their amended verbiage (if applicable) are attached to the end of these meeting minutes.

Other New Business:

PHIL SWEDBERG, Great Lakes HRC: proposed a committee be formed to review and update HRC Constitution & Bylaws. After some discussion, it was agreed that a committee consisting of one EC member and 4 other individuals would be formed to review the C&B document.

A motion was made to form a committee and seconded. With no further discussion, the motion carried unanimously.

RAY CAITO, Central Florida HRC: I just want to say everything that's happened here today, the one thing I think we need to do is realize we're all volunteers here. We have a hundred-something people here, presidents; we all run our clubs a little differently. Not everyone runs it the way I do, or the way you do, but

we all do it to the best of our ability. And I think we at least need to give Jack a round of applause for the three years he gave us.

TRACY STUBBS, Black Belt Gun Dog Club: Proposed a capital investment be made in conjunction with Western Kentucky HRC and West Kentucky HRC and Gun Creek HRC to acquire and repair a 40' x 80' concrete bunker at West Kentucky WMA, Paducah KY. The State of Kentucky WMA would still own the building but would sign a memorandum of understanding for a long term (i.e. 100 year) lease. HRC Inc.'s share of the investment would be approximately \$17,500 of an estimated \$40,000 to complete the project. A motion was made for a cash expenditure to rebuild the roof and the electrical. It was seconded and with no further discussion, the motion carried unanimously.

TYLER WILSON, Luther Marsh HRC: Inquired about the possibility of offering longer term (i.e. 5 year or 10 year HRC memberships). The question was deferred to Domenick Muoio with UKC. Domenick agreed to follow up with UKC and the item was tabled for later discussion as there were undefined logistics expected to be involved in such a decision.

With no other business to discuss, the meeting was adjourned.



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POLICY / PROCEDURES CHANGE PROPOSAL FORM

DATE: 4/23/2024

SUBMITTED BY: GLENN DYE

CLUB NAME: Southern Flight HRC

REGION: 5A

(Submitted by - Please include Club or Home club if individual)

CURRENT POLICY/PROCEDURE RULE - REFERENCE - PAGE AND PARAGRAPH NUMBER IN THE CURRENT HRC RULEBOOK:

Page 42
Scheduling UKC events

CURRENT POLICY/PROCEDURE WORDING:

“Regular hunt” and “Upland hunt” are separate events. Hunt test dates are assigned by weekend number and will automatically reschedule for the same weekend number each year unless UKC is notified otherwise.

PROPOSED CHANGE: **AMENDED TO REMOVE HIGHLIGHTED TEXT**

“Regular hunt” **and ‘Upland hunt’ are separate events.** Hunt test dates are assigned by weekend number and will automatically reschedule for the same weekend number each year unless UKC is notified otherwise. A club’s scheduled hunt test dates must include Saturday and/or Sunday. In no way should this policy change prevent a club from hosting an upland hunt in conjunction with its regularly scheduled hunt.

JUSTIFICATION:

Weekend is referenced in our rulebook on 26 separate occasions. This proposed change is merely to clarify what days of the week are to be considered the weekend.

AMENDED VERSION PASSED

(If additional space is needed, please attach, following the same format as above.)

DEADLINE FOR SUBMITTAL: JUNE 1ST PRIOR TO NATIONAL BOARD OF DIRECTORS MEETING

SUBMIT TO: HRC EXECUTIVE COMMITTEE

06/07/2021



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POLICY / PROCEDURES CHANGE PROPOSAL FORM

DATE: 2/19/2024

SUBMITTED BY: TJ Greer / Lori Greer

CLUB NAME: Sunflower RC REGION: 9A

(Submitted by - Please include Club or Homeclub if individual)

CURRENT POLICY/PROCEDURE RULE - REFERENCE - PAGE AND PARAGRAPH NUMBER IN THE CURRENT HRC RULEBOOK:

Rulebook: Page 7, Section I (HRC Policy - Hunts)

HRC/UKC Policies Document: Page 9 "

FAILED

CURRENT POLICY/PROCEDURE WORDING:

Rulebook: Finished - entries not to exceed 30 dogs per flight.

Document "ENTRIES LIMIT PER FLIGHT: The maximum number of entries allowed per flight if minimum two (2) Judges or three Judges (3) maximum are: Started-50; Seasoned-40; Finished-30; Upland-30. The total number of entries allowed to run per category, cannot be more than the number listed on the Premium. The Club may LOWER the flight entry limits if it chooses. Any changes must be published on the website by the HRC Admin Coordinator PRIOR to the start of the hunt."

PROPOSED CHANGE:

Rulebook: Finished - entries not to exceed 40 dogs per flight.

Document "ENTRIES LIMIT PER FLIGHT: The maximum number of entries allowed per flight if minimum two (2) Judges or three Judges (3) maximum are: Started-50; Seasoned-40; Finished-40; Upland-30. The total number of entries allowed to run per category, cannot be more than the number listed on the Premium. The Club may LOWER the flight entry limits if it chooses. Any changes must be published on the website by the HRC Admin Coordinator PRIOR to the start of the hunt."

JUSTIFICATION:

To allow for clubs to host more Finished entries without the additional costs of things like judges or land expenses.

To allow for entries beyond the current 30 dogs to be entered (wait listed). As not all clubs have the capacity to add an additional flight.

The clubs have the choice of the # of entries, just as they due currently with Seasoned.

(If additional space is needed, please attach, following the same format as above.)

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POLICY / PROCEDURES CHANGE PROPOSAL FORM

DATE: 04/18/2024

SUBMITTED BY: Elaine Mitchell

CLUB NAME: Middle Georgia Hunting Retriever Club REGION: 04

(Submitted by - Please include Club or Homeclub if individual)

CURRENT POLICY/PROCEDURE RULE - REFERENCE - PAGE AND PARAGRAPH NUMBER IN THE CURRENT HRC RULEBOOK:

Page 52, Item #18 from the list of things that must be included on your hunt premium.

CURRENT POLICY/PROCEDURE WORDING:

Page 52, #18 - Hunting Retriever Club, Inc. complies with Americans with Disabilities Act. If you require an accommodation, please contact the Hunt Secretary for this club's hunt test.

PASSED

PROPOSED CHANGE:

18. Hunting Retriever Club, Inc encourages the participation of handlers of all ages and abilities. If there are accommodations that would make our event more accessible to you, please contact the club's Hunt Secretary as soon as possible prior to the hunt so that every effort can be made to host a safe and enjoyable hunt.

JUSTIFICATION:

The statement that HRC "complies with Americans with Disabilities Act" is not a true statement. There are many facets of the Americans with Disabilities Act which we do not, cannot or are not required to comply with. The revised wording is a more accurate representation of the fact that we strive to allow everyone access to the sport and is more in keeping with our recently revised Disabilities Awareness Policy.

(If additional space is needed, please attach, following the same format as above.)

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POLICY / PROCEDURES CHANGE PROPOSAL FORM

DATE: 2/12/2024

SUBMITTED BY: Michael Bullen - Green Country RC President - HRC BOD Member

CLUB NAME: Green Country Retriever Club REGION: 9A

(Submitted by - Please include Club or Home club if individual)

CURRENT POLICY/PROCEDURE - REFERENCE - PAGE AND PARAGRAPH NUMBER IN THE CURRENT HRC/UKC POLICIES AND PROCEDURES:

Page 17 / 30; Travel Policy, bullet item 3

CURRENT POLICY/PROCEDURE WORDING:

HRC will pay for Executive Officers travel to Judge for a Club's Preliminary or Anniversary Hunt. The local Club will provide hotel/lodging expenses unless Otherwise pre-approved. Additional nights lodging that may be required due to distance will be paid by HRC. Any other judging assignments at HRC expense must be pre-approved by the HRC President.

PROPOSED CHANGE:

HRC Inc. will pay for (One) HRC Executive Officers travel to Attend or Judge a Club's Preliminary Hunt Test as a welcoming representative of HRC. Travel approval by HRC President is required. If the President is the representative identified for the trip, then travel must be approved by HRC Treasurer and one other HRC EC Board Member. Limits of expense reimbursement is defined elsewhere in the Travel Policy.

JUSTIFICATION:

Removal of Anniversary Hunt - Any club having the longevity and ability to hold an Anniversary Hunt has the financial means to reimburse judges expenses and does not need financial assistance from HRC Inc.

Loosely undefined criteria of "Anniversary Hunt" has led to the misunderstanding and inconsistency identifying a clubs Anniversary Year. (note) By Oxford Dictionary: Anniversary is the annual recurrence of a date marking a notable event. "...the date on which an institution or organization was founded in a previous year". I.e., A club founded in 2000 would have incremental 5-year Anniversary dates in 2005, 2010, 2015, etc. With inconsistency of interpretation has potential of unjustified expense to HRC.

Business entities and corporations (Such as an Inc.) have strict guidelines about the travel policies for its leadership. To ensure the expenses meet the required criteria, it is not a good idea to have ALL the EC arrange to attend 1 single event at HRC Inc. Expense. To have all the EC attend, leads to a perception of self-approving one's own expenses.

FAILED

(If additional space is needed, please attach, following the same format as above.)

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06/07/2021



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POLICY / PROCEDURES CHANGE PROPOSAL FORM

DATE: 5/30/24

SUBMITTED BY: Kim Smith

CLUB NAME: Music City HRC REGION: 6

(Submitted by - Please include Club or Homeclub if individual)

CURRENT POLICY/PROCEDURE RULE - REFERENCE - PAGE AND PARAGRAPH NUMBER IN THE CURRENT HRC RULEBOOK:
NONE

CURRENT POLICY/PROCEDURE WORDING:
NONE

PROPOSED CHANGE: **AMENDED TO REPLACE HIGHLIGHTED TEXT**

Field Representative Hunt Report

New Policy

PRESIDENT

A copy of the completed Field Representative's Hunt Report must be sent to the club's **Hunt Chairman** to coincide with the submission to HRC.

JUSTIFICATION:

Currently the club is not being made aware of areas that might need work nor areas they are performing well. By sending a copy to the club, this will allow the club to be made aware of any and all shortcomings the Field Representative might have been observed and the club will be able to work on addressing these potential issues.

AMENDED VERSION PASSED

(If additional space is needed, please attach, following the same format as above.)

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SUBMIT TO: HRC EXECUTIVE COMMITTEE

06/07/2021