



BAGPIPES *EXTRA Edition*

DECEMBER 2017

VERSATILITY NEWS

Joanne Williamson • balgrae@ix.netcom.com

I wrote about the AKC's new versatility program, Achiever Dog, in last month's Bagpipes. Since this pilot program involves giving recognition to dogs with a certificate instead of a title, it is not clear (to me at least!) if a list of the qualifying dogs will ever be published. So, if you receive an Achiever Dog certificate will you please let me know so I can share your accomplishment in this column? Thanks!

The following Beardies have qualified for Versatility awards with the titles they completed in November:

Bedlam's Locked And Loaded CD BN RN CGCA, owned by Alice Bixler

GCHB Briarpatch Looking Back RN PT, owned by Lucy Campbell-Gracie & Anna Gracie

CH Britannia Fuzzy Logic RA FDC CGC TKN, owned by Megan & Audrey Woods & Michele Ritter

GCH Burlesque Mistletoe Bliss RN THDN CGC, owned by Patricia & Gordon Bleil, Laura Colombo & Patricia Colombo

GCH Potterdale Diamond Diva RN OAP OJP, owned by Christiana Taylor, William Carter & Amy Steltz

Congratulations to all!

AN AGILITY OVERVIEW: BCCA, BAD, AND FACEBOOK

BCCA Committee Chair

Cheri Omnus, O'Fallon MO

Committee Co-Chairs

Libby Myers-Buhite, Santa Clara CA

Joanne Williamson, Boxboro MA, AKC Rally Judge & Awards statistician

Agility Committee Members

Karen Barratt, Galveston TX, former Co-Chair

Patti Bott, Lakeside CA

Jack Buhite, Santa Clara CA

Carol Carlsen, Oxford MI

Ann Chandoha, Marble Falls TX

Andrea Hobe, Alpharetta GA

Jeff Ipser, Auburn OH, AKC Agility Judge

Linda Porter, Hagerstown MD

Sharon Prassa, Sacramento CA

Lori Weinberg, Edwardsville IL

David Williamson, Pearland TX

BCCA GOALS FOR 2018

We will look at the Special Awards presented at the BCCA Nationals Agility Trials and decide upon uniform criteria. We will also consider the place of the Masters Bronze, Silver, Gold and Century titles within the BCCA Register of Merit program.

ACTIVITIES AND MAJOR ACCOMPLISHMENTS

BCCA AWARDS

No new awards were proposed this year.

Joanne Williamson has done all of the statistics for the BCCA Awards and AKC annual reports since 1996.

TRIALS

BCCA

The Bearded Collie Club of America has held 22 annual National Specialty agility trials.

Joanne Williamson chairs annual BCCA all breed agility trials in the Northeast as BCCA fund-raisers.

Affiliate Clubs

Jack Buhite chaired the NCBCF's 17th annual specialty agility trial.

The National Capitol Bearded Collie Club, the Northwest Bearded Collie Club of Puget Sound, and the Northern California Bearded Collie Fanciers hold annual all-breed agility trials.

PUBLICATIONS

The Agility Committee fosters the sport of dog agility through publication in the Bagpipes and the Beardie Bulletin. Milestones, explanations of new classes and rule changes, agility events, agility accomplishments, all AKC Titles and tributes are published in the Bagpipes. The annual reports appear on both the BCCA and BAD websites. All AKC Titles and BCCA Awards are published in the Bulletin, as well as National Events and articles on the sport.

The Beardie Agility Diehards (BAD) pay for all agility pages in the Bulletin above the yearly allotment and for the publication of non-AKC titles as well. Over the last 20 years the Diehards have sponsored articles in 80 issues of the Bulletin and contributed \$22,335 toward the publication of 273 agility pages.

INTERNET

The BCCA website's Agility Section contains agility articles and a link to the Beardie Agility Diehard website - www.beardieagilitydiehards.org.

The BAD website, created by Karen Norteman and launched on New Year's Day 1998, is celebrating its 20th Anniversary. It has a large section devoted to BCCA Agility, listing the current BCCA Agility Committee, the complete list of BCCA Agility Award winners since 1996, the Register of Merit for Agility, the National Specialty results starting with the first trial in 1996, and the annual agility reports. Currently there are 800 Agility Beardies on the Website, including 747 at home and 53 abroad. Of these, 693 have earned legs and titles in the six United States and two Canadian dog agility organizations and 565 are BAD.

Updated on the BAD Website through November 30, 2017

BAD Membership Page - <http://www.beardieagilitydiehards.org/BADagility/MEMBERS.html>
AKC Agility legs earned between 1.01.12 and 9.30.17 - <http://www.beardieagilitydiehards.org/BADagility/BADstats.html>
565 BAD Beardies with their agility titles - <http://www.beardieagilitydiehards.org/BADagility/BADstats.html>
235 Non-Member Beardies with titles - <http://www.beardieagilitydiehards.org/BADagility/BADstatsN.html>
All Champion and Masters Beardies - <http://www.beardieagilitydiehards.org/BADagility/MACH2Qs.html>
Member Breeders - <http://www.beardieagilitydiehards.org/BADagility/breeders.html>
Rainbow Bridge Agility Beardies - <http://www.beardieagilitydiehards.org/BADagility/bridge.html>
BCCA Versatility Masters and Excellent - <http://www.beardieagilitydiehards.org/BADagility/vb.html>
BCCA Register of Merit for Agility - <http://www.beardieagilitydiehards.org/BADagility/BCCAROMA.html>
Links to 21 BCCA Nationals agility trials - <http://www.beardieagilitydiehards.org/BADagility/BCCAntls.html>
2016 BCCA Nationals Agility Trial - <http://www.beardieagilitydiehards.org/BADagility/BCCAna16.html>
2016 BCCA Awards - <http://www.beardieagilitydiehards.org/BADagility/BCCAaw16.html>
2017 Annual Report - <http://www.beardieagilitydiehards.org/BADagility/BCCAar17.html>

Will be updated after February 1, 2018

2017 BCCA Nationals Agility Trial - <http://www.beardieagilitydiehards.org/BADagility/BCCAna17.html>
2017 BCCA Awards - <http://www.beardieagilitydiehards.org/BADagility/BCCAaw17.html>

The Beardie Agility Line, started in January of 2000, brings together the Agility Community from the USA and around the world to help those new to the sport, to discuss techniques, and to share agility successes and questions. Currently we have 285 members. Joanne Williamson publishes the BCCA's year-end AKC Awards to the line so that they can be confirmed before being printed in the Bulletin. Libby Myers-Buhite publishes the USDAA, NADAC, CPE, UKC, and UKI titles and the Rainbow Bridge Beardies.

The Beardie Agility Training & Performance Facebook page was started in January 2017 by John Youngblood. Currently, it has 73 Members. This group is designed to be an online resource to help in the training and performance of bearded collies in dog agility. To join, contact [John](#).

STATISTICAL INFORMATION

American Kennel Club- January 1-December 31, 2017 AKC Report from Joanne Williamson will be in the February Bagpipes.

AMERICAN KENNEL CLUB- AKC

678 Beardies have earned legs since 1994. 36 Beardies are new since last year.

69 Beardies have earned 205 Championships:

68 AKC MACHs, 9 PACHs, 2 PACH2s and 1 PACH3, 40 MACH2s, 25 MACH3s, 13 MACH4s, 12 MACH5s, 9 MACH6s, 7 MACH7s, 7 MACH8s 4 MACH9s, 3 MACH10s, 2 MACH11s, 1 MACH12, 1 MACH13, and 1 MACH14.

UNITED STATES DOG AGILITY ASSOCIATION- USDAA

166 Beardies have earned legs since 1992, two Beardies are new since last year.

13 Beardies have earned 14 USDAA Championships: 1 triple champion (ADCH-Bronze), 9 champions (ADCH), and 4 Performance Champions (PDCH).

NORTH AMERICAN DOG AGILITY COUNCIL- NADAC

186 Beardies have earned legs since 1996. 5 Beardies are new since last year.

6 Beardies have earned 12 NADAC Championships:

6 NADAC Champions (NATCH), 3 NATCH2s, and 2 NATCH3s, of whom 2 also earned the NADAC Versatility Championship (VersNATCH),

CANINE PERFORMANCE EVENTS- CPE

86 Beardies have earned legs since 2003, two are new since last year.

15 Beardies have earned 51 Championships: 13 C-ATCHs, 2 CT-ATCHs, 1 CT-ATCH2s, 2 CS-ATCHs, 5 C-ATCH2s, 4 C-ATCH3s, 4 C-ATCH4s, 2 C-ATCH5s, 2 C-ATCH6s, 1 C-ATCH7, 8, 9, 10, 11, and 12., 3 C-ATEs, 1 C-ATE2, 3, 4, and 5, 1 CT-ATE, 1 CS-ATE, and 1 CS-ATE2

UNITED KINGDOM INTERNATIONAL- UKI

At least 16 Beardies have competed in UKI since this organization came to the USA in 2010.

COMMENDATIONS

Beardies have been competing in agility since 1992. To date, 93 Beardies and 61 handlers have earned 288 Agility Championships in 6 venues. The BCCA Agility Committee congratulates 18 Beardies and 17 handlers who have earned 22 Agility Championships since December 2016. Congratulations to Larry Dalan for completing two Championships each with Bing and Pip, to Jeff Ipser for two Championships with ReZoom, and to Jan Leverenz with Smitty who joins the select circle of AKC/USDAA Champion Beardies.

AMERICAN KENNEL CLUB

MACH	Divot	Nonesuch Sands of Time	Sue Jamison	12/10/16
MACH	Caol Ila	Lil'Clove Caol Ila	Ruth and Neil Bryden	7/22/17
MACH	Szaffi	Wookiee Gang Ambermoon	Richard Masley	9/10/17
MACH2	Razz	Estrella's Only Razzmatazz	Ann Chandoha	1/29/17
MACH2	Bing	Wigglesworth Pride And Prejudice	Lawrence Dalan	4/01/17
MACH2	Kinsey	Lanark's B Is For Bounce	Tracy Corey	4/09/17
MACH3	Morgan	Wynsum Many Splendored Thing	Glenn Alexander	2/18/17
MACH3	Ryan	Estrella's Orion The Dark Hunter	Jennifer Phillips	7/02/17
MACH3	Bing	Wigglesworth Pride And Prejudice	Lawrence Dalan	8/20/17
MACH3	B-Buster	Lil'Clove Poppet's First Moppet	Claire Cifarelli	11/05/17
MACH5	Kailey	Wigglesworth No Way Out	Diane Lipman	10/01/17
MACH6	Smitty	Wynsum Rhythm And Brews	Jan Leverenz	6/02/17
MACH6	Mckenzie	Wynsum Queen Of Diamonds N' The Ruff	Debbie Alexander	6/23/17
MACH7	Rezoom	Wigglesworth Super Smooth Operator	Jeff Ipser	2/19/17
MACH7	Pip	Wigglesworth Great Expectations	Larry Dalan	4/08/17
MACH8	Rezoom	Wigglesworth Super Smooth Operator	Jeff Ipser	8/13/17
MACH8	Pip	Wigglesworth Great Expectations	Larry Dalan	8/26/17
MACH8	Blade	Camerons On The Cutting Edge	Lori Weinberg	9/30/17
PACH3	Sterling	Brandmar Come Fly With Me	Karen Reed	9/01/17

UNITED STATES DOG AGILITY ASSOCIATION

ADCH	Kit	Lil'Clove Midnight Lace	Jeremy Haag	12/11/16
PDCH	Smitty	Wynsum Rhythm And Brews	Jan Leverenz	7/15/17

CANINE PERFORMANCE EVENTS

C-ATCH	Nikki	Artisan Crystal Starlight	Kathy Defino	2/12/17
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2017 AGILITY INVITATIONAL IN ORLANDO

Special congratulations to Lori Weinberg's Blade who made it into the 20" Finals, seeded #7 after four clean rounds! You made us proud!

THANK YOU

The Agility Committee thanks Joanne Williamson for 22 years of recording and analyzing AKC and BCCA statistics, the Beardie Agility Diehards for the Diehard Trophy, Emily Venator and Glenn Hamilton for the Denia Trophy, Beth White for the JWW Trophy in Honor of Mirage, Carl and Kay Widell for the Veteran Preferred Trophy in honor of Cagney, Lori Weinberg for the Lightning Award in honor of Rocky, Beth Canner for her past support of the Sunshine and the Ryan Awards, Beth Canner and Gail Romine for the Relay Banner designed by Gretchen Blackburn, and Karen Norteman for designing the BCCA and BAD websites.

We thank Joanne Williamson and Libby Myers-Buhite for their columns in the Bulletin and Kathy Defino, Sue Jamison, Nancy May, Libby Myers-Buhite, Cheri Omnus, Janelle Pitula, Lori Weinberg, David Williamson, Joanne Williamson, and Trudy Wisner for their agility contributions in the Bagpipes this year.

We also thank Lillian Esposito and Michele Ritter for doing such a fine job with agility publication in the Bulletin and Bagpipes. It has been a pleasure working with you!

Many thanks to those who made our 22nd National Specialty Agility Day an event to remember, especially Cheri Omnus, who was the 2017 National Specialty Agility Chair and BAD Member of the year, and David Williamson, who was Agility Trial Secretary, and to Debbie Alexander, who organized the Relay Teams.

HERDING NEWS

Elsa Sell, BCCA Herding Chair • beaconbb@bellsouth.net

HAPPY NEW YEAR

REQUEST TO THE MEMBERSHIP FOR 2019 SPECIALTY HERDING JUDGE NOMINATIONS

Per the standing rules, the membership is asked to submit nominations for the specialty herding event trial. Please do so in writing to Elsa Sell, 764 Liberty Rd., Milner, GA 30257 or by email – beaconbb@bellsouth.net. You must include the highest herding title that you (not the nominees) have earned. The closing date for receipt of nominations will be mid-March, 60 days after the Bagpipes is distributed. The BCCA Herding Committee will review nominations and forward a list of recommended judges to the specialty herding chair within 2 weeks. The trial will be at Possum Hollow Farm, Rutherford, NC, preceding the specialty,

THE 2017 BCCA HERDING AWARDS

Will be available in March after AKC distributes the 4th quarter qualifying runs and December 2017 new titles reports.

Updated reports of individual dogs' titles in AKC and AHBA will also be done in March.

BEARDIE CAMP 2018 HERDING HAPPENINGS

There will be two AKC HT/PT tests, a HIC test, and a herding clinic with Tracy Parciak. Information will be available with the Camp materials.

BCCA INSTINCT TESTS

If your club is planning to sponsor a herding instinct test this year, remember that there is no fee for sponsorship or the certificates, and that the most current forms are available on the website: <http://beardedcollielclub.us/activities/herding/bcca-programs/hic-forms/>

TIDBITS TRIALS

As usual I enjoyed working at our Georgia winter trial over New Year's weekend, never mind the unpleasantly cold weather with wind. The trials are always a big draw here as there are no other trials. People came from LA, IN, FL, KY and GA. This year there were 4 trials (ducks, sheep) with opportunities for championship points in advanced classes. One dog finished its championship. Watching 100 runs provides amazing insights.

Volunteers. One volunteer doesn't yet herd, but thought it might be interesting to see what goes on at a trial. He helps on his father's cattle farm and had found our club website on the internet, was free on Saturday, contacted us and volunteered for an entire day of timing. His goal was to see how a herding trial related to farm work; he has a young Australian Cattle Dog puppy. They stayed the entire day (8 am – 6 pm when the sun was down and the moon was rising!), asked questions, observed, and joined the club. Another volunteer is a BCCA member who came for one morning to time and observe especially ducks which she'd not seen run. All the stock worked beautifully, as long as the dog was right – so both volunteers has plenty of lessons there for the viewing.

Stock Sticks. While the stick is for the handler's use with stock, many use them to direct the dog. That may or may not work. It is especially critical with ducks where even the slightest movement of anything (stick, person, something outside the arena) can create a response you did not want. Larger movement like waving a stock stick about is even worse – it can block the dog and/or the stock and distract the person – so much as to cause a non-qualifying run. If you use a stock stick, I'd encourage you to have someone video one of your training sessions – then go home and study what you were doing with the stick. Was your use judicious and subtle? If not, work to help your dog understand verbal commands so you can eliminate or minimize stick usage.

What To Watch. When you are training and trialing, what do you watch? The stock? Your dog? Both? If your focus is primarily on the dog, you'll miss a lot of happenings you needed to have known about. Stock can implement escapes quite quickly when you're not looking at them. Stock can run over you in their escape. Yes, it's a hard thing to learn but you will reap rewards if you focus on the stock. The dog's focus is already there (or should be); help him/her succeed.

Open Pen on B Course. Have you thought about what part of the stock's anatomy are you working when getting those critters into the pen? A good start is to have the stock walking slowly toward the pen while you get the gate open. Then when you ask your dog's assistance as you hold tightly to the gate rope, where are your eyes? On the dog – nope, won't work. On the stocks' rears? Not helpful. On the stocks' fronts (bills for ducks, nose/ears/face for sheep or cattle)? That's the ticket. If the stock is facing you as you are holding the gate open, just how are they going to walk into the pen? Backwards? Very unlikely. You want them looking in the direction they are going. After all, this is how stock move around a course or on the farm – to get from Point A to Point B, the stock look toward point B.

Very active pushy dogs upset livestock. The goal, whether working on the farm or at a trial, is calm smooth movement from one place to another. If your dog is overactive and pushy enough to upset livestock, spend all the time necessary with your trainer(s) to understand why and find a solution to settle things down. That's a lot cheaper than entry fees at a trial for NQ runs and in the end, much kinder to your dog.

Who is moving the stock around on Course A? The handler? The dog? If it is just the handler with the dog back behind somewhere, off contact/sniffing/eating tidbits/relieving itself, that won't work with a knowledgeable judge. Every off contact is point(s) off folks – even if the stock are perfectly on course the entire way around. If you know your dog might behave this way from the stress, plan ahead. Have a 100% reliable way to refocus your dog on the work at hand.

Stock Handlers. If a run is going from bad to worse and the handler or judge don't call the run, the stock handlers (or livestock owner if not a handler) may do so. This is in the interest of stock safety.

HIGHLAND HERDING

Ann Witte, Behave Yourself, Part 2, Bagpipes, June 2009

The second important behavior to assess in a potential herding dog is the individual dog's response to livestock in general, sheep in particular; since the Bearded is primarily a sheepdog. Granted, any dog that can (and will) "chase" sheep around a small pen can be trained to do herding trials. But we are really discussing the dogs that could be chosen by a shepherd to be his/her daily chore dog and companion. Although there are always a very few Beardedies that will literally try to attack and may even wish to kill sheep and a few that are out-of-hand afraid of sheep, most will try in their untrained and stumbling way to control the sheep with no clearly "evil" intent.

Within this general range of herding/control efforts by our Beardedie will be dogs that show that unique ability to "focus" on

the stock from the beginning. These dogs show us a few specific behaviors from the beginning. The first clear evidence is when the dog obviously perceives the "concept of group"; it's as if our dog can count how many sheep are on their side of the fence and will try to always work the entire flock without any splits or separation of individuals. This dog may cause a split accidentally by getting too close, but will then both put the stray back into the flock and will add some distance from the sheep to his repertoire without special training.

If we are real world shepherds who want a dog that will help us handle our livestock without any "formal" training, then the "focused" pup is the one we would choose. This same dog can readily learn herding trial "work" and do very well in that venue, especially with a novice handler.

PARENT CLUB REPORT: BEARDED COLLIE CLUB OF AMERICA

CHIC NUMBERS ISSUED OR UPDATED: Q4 2017

Name	Date	New/Update	CHIC #	Reg #	Owner
Ragtyme Beautiful Soul	11/30/2017	Update	58312	DN14978602	Lynn & Vince Zagarella
Highlander Shall We Dance	12/21/2017	Update	70188	DN17428303	Donna Ehmann
Classical'S My Turn	11/09/2017	Update	78511	DN26351101	Wendy Marciante
Majela Maiseachd Bancharaid	11/16/2017	Update	82315	DN26241908	Maureen & Jean Larroux
Sengalas Amelia McCrystal	12/12/2017	Update	101932	DN36369001	Kristen Webb
Spindrift Love Come's Softly	12/07/2017	Update	102417	DN33570302	Pamela & Mark Harris
Ragtyme Soul Of Motion	11/09/2017	Update	103880	1122342	Jan Osterbauer
Highlander Bending The Rules At Risa	12/07/2017	Update	109761	DN36213307	Karen Gutheil
Pentangles Top News Spot At Headline	11/16/2017	Update	115385	DN39398704	Marilyn Jewell
Ragtyme From Here To Eternity	11/09/2017	Update	118237	1126949	Janet Osterbauer
Now And Then Vanderbilt With McCrystal	12/12/2017	Update	119181	DN43258501	Kristen Webb
Aellen Zing! Went The Strings Of My Heart	10/26/2017	New	124476	DN37036404	Janice Kehoe
Motlikru-Buaidh Kryptonite	11/16/2017	New	124935	DN43427001	Trina Neil
Burlesque Trash Talk	11/16/2017	New	124936	DN42260802	Patricia Colombo
Sebring Get Off My Cloud	11/16/2017	New	124937	DN40931301	Joyce Emerson
Wigglesworth Aberlour Black Magic	12/21/2017	New	125803	DN41856902	Sharon Ipser
Briarpatch Far And Away	12/28/2017	New	126004	DN39678501	Paula Reid

JUNE 2017 AKC DELEGATE REPORT

Kathy Coxwell • hattieboo@gmail.com

The December meeting of the AKC Delegate Body and Committees was held on December 14-15, 2017 at the Rosen Centre Hotel in Orlando, FL. Because there were no motions to be read or voted on, the Delegate meeting was limited to the financial report; question and answer interviews with the candidates for the Board of Directors; presentation of Visionary Awards; and introduction of Delegates seated since the last meeting.

CANDIDATES FOR THE BOARD OF DIRECTORS

Robert Amen-- Greater St. Louis Dog Training Club
Carl Ashby----United States Kerry Blue Terrier Club
James R. Dok--Gig Harbor Kennel Club
Jan Ritchie Gladstone--Richmond Dog Fanciers Club
Christopher Sweetwood--Trap Falls Kennel Club
Harold "Red" Tatro--Fort Worth Kennel Club
Ann Wallin--Atlanta Kennel Club

These candidates will be voted on at the meeting on March 13, 2018 to be held at the Newark Doubletree Airport Hilton.

VISIONARY AWARDS

The following people were recognized as individuals of vision whose contributions have brought forward momentum to our mission:

Susan LaCroix Hamil
Lee Arnold
Lynette and Stanley Saltzman
James W. Smth
Ron Menaker

FINANCIAL REPORT

Through November 30, AKC has recorded nearly \$64.5 million in Total Revenue and \$60.5 million in Total Expenses, for an Operating Income of \$4.86 million dollars.

Core Registration Volumes: 219,000 litters, and 517,000 dogs over 11 months. Litter volume has increased by 7% as have dog registrations. We have now had 4 consecutive years of non-declining volumes.

Long term Net Assets have increased by more than \$16 million or 21% over the past year.

PARENT CLUB COMMITTEE

1. Club Legislative Committee Chairs should keep in touch with Sheila Goff and her department and keep them informed of and legislation in their areas, local or state. The department would like to see more information on local issues so AKC can push back early on.

PLEASE DO NOT MAKE IN AGREEMENTS WITH LEGISLATORS, LOCAL OFFICIALS, OR THOSE SPONSORING BILLS, ORDINANCES, OR ANY FORM OF LEGISLATION WHICH WOULD AFFECT THE OWNERSHIP OF PUREBRED DOGS. CHECK WITH SHEILA GOFF AND THE LEGISLATIVE DEPARTMENT PRIOR TO MAKING ANY ATTEMPT TO AFFECT SUCH LEGISLATION.

AKC NEW TITLES NOVEMBER 2017

Dog Title, Dog Name, Sex, Reg Number, DOB, Date Titled, Color, Sire Name, Dam Name, Owners Name

Champion, CH Highland's Pajama Game, B, DN43948906, 6-Sep-15, 19-Nov-17, Blk, CH Britannia Top Spot RN ex GCH Highland's Pillow Talk, Judy Leon & Lillian Esposito & Kathryn DuPont

Champion, CH Wynsum Sweet Dreams Are Made Of This, D, DN44877401, 23-Jan-16, 10-Nov-17, Blk, GCHG Ha'Penny Mirimar The Fab Fawn ex GCH Wynsum Sweet Indulgence, Carol J Carlsen

Grand Champion, GCH Scott's First Lady, B, DN46698801, 6-Jun-16, 25-Nov-17, Br, GCHP Dunhill Steeler Nation ex GCH Scott's Glamor Girl, Carol Wathen & Jorge Olivera & SUSAN OLIVERA & Thomas Wathen

Grand Champion Silver, GCHS Sweetwater's Blue Ribbon CGC, D, DN37692801, 12-Jun-13, 10-Nov-17, Blk, GCH Dreamchaser Strathearn Soulmate ex GCHS Sweetwater's Pink Ribbon RN CGC, Deborah Furlow & Larry Furlow & Braeden Michael Furlow

Grand Champion Silver, GCHS Wildwood Kinikia Hear Me Roar, B, DN28626907, 12-Aug-10, 12-Nov-17, Blk, GCH Nonesuch Arlin Green 'N Gold RN ex CH Wildwood Arcadia Devil'n'disguise RN, Cyndi Cerjan & Terri Stepankow

Companion Dog, Balderdash Taylored In Vermont CD BN RE HSAd HIA OA OAJ NF CGC, B, DN41331407, 20-Nov-14, 4-Nov-17, Blk, DC Pentangle's Captain Jack BN RAE HSAd HSBd HIAd HIBd HXAdM HXBdM MX MXJ MXF T2B ex DC Lil'Clove True Grit VCD1 BN RAE TDX HSAd HSBd HIAd HXAdM MX MXJ XF CGC, Sonja Blanchard

Companion Dog Excellent, CH Runningmtn Shady Grove CDX RA HT, D, DN31125603, 14-May-11, 12-Nov-17, Blk, GCHG Tolkien Raintree Mister Baggins ex CH Chaniam Liath Keelin RA HSAd HSBd HIAs HXAs, Ms. Jennifer Sanders

2. Encourage members to join the AKC FB page on legislative issues.

3. Spay-Neuter Laws are of great concern. There are some exemptions, but these could backfire. A delegate recently had such an exemption added to a local bill in NC.

STAY OUT OF LOCAL POLITICS. THE AKC IS BETTER PREPARED TO DEAL WITH IT.

4. AKC Marketplace: Parent Clubs need to be very careful when listing rescue organization. If there is a problem, it is the CLUB'S PROBLEM, not the AKC's. If you disagree with information listed on Marketplace, there must be an official response from the Club Secretary to AKC in order to have any change made.

5. Parent Clubs are encouraged to present an educational program prior to the proposed 2018 Parent Club Conference.

Beginner Novice, Artisan Crystal Starlight BN RA PT OA OAJ AXP AJP OF XFP RATN CGC, B, DN31646606, 19-May-11, 12-Nov-17, Blk, Chetcote The Stargazer ex CH Artisan Frost Flower VCD1 HSAd AX OAJ FDCH, Thomas M Defino & Kathleen C Defino

Beginner Novice, GCH Brenriga Wrapped In Dreamz BN RA PT FDC MX MXJ OF, D, DN31295202, 8-Apr-11, 18-Nov-17, Blk, Moonhill Power Of Dreamz ex Diotima It's A Wrap At Brenriga, Sandy McDonald & Casey Minner

Beginner Novice, CH Moonstone Get Out Of My Way BN RA PT FDC OA AXJ OF, D, DN35705404, 30-Jan-13, 19-Nov-17, Blk, GCH Brenriga Wrapped In Dreamz BN RA PT FDC MX MXJ OF ex GCH Moonstone One Way Or Another BN RE, Linda J Porter & Sandy McDonald & Casey Minner

Beginner Novice, CH Tweeddale's This Magic Moment BN RN HT NA NAJ, B, DN39041803, 28-Jan-14, 19-Nov-17, Blk, CH Aberdeen Always A Cool Cruiser ex Tweeddale's Black Magic Woman MX MXJ XF, Terry Johnson & Linda Porter

Rally Novice, Bedlam's Locked And Loaded CD BN RN CGCA, D, DN40153803, 9-Jun-14, 5-Nov-17, Bl, CH Bedlam-Rolins In A Heartbeat CD GN RAE ex Kirriemuir's Legend At Bedlam CD BN RE, Alice Bixler

Rally Novice, GCHB Briarpatch Looking Back RN PT, D, DN39217705, 3-Apr-14, 26-Nov-17, Blk, GCHS Briarpatch Just One Look CD BN RE HSAs OA OAJ NAP NJP NF ex GCHS Briarpatch Kit 'N Kaboodle RN HSAs, Lucy C Campbell-Gracie & Anna Gracie

Rally Novice, Estrella's One Crazy Summer RN CA DN, B, DN39989201, 27-Jun-14, 12-Nov-17, Br, Chantillys Tyme Moves On Of Xtc ex CH MACH Estrella's Solamente Mia BN RN MXB MJS OF CA, Jennifer Scheytt

Rally Novice, Harvest Without A Trace RN, B, DN46200401, 26-Apr-16, 5-Nov-17, Blk, GCH Ha'Penny Hixpac First Impression THDN CGC ex CH Britannia Peach Parfait, Brenda M Cox

Rally Novice, GCH Potterdale Diamond Diva RN OAP OJP, B, DN36688002, 4-Dec-12, 25-Nov-17, Blk, Sengalas Indiana Jones ex Potterdale Pure Platinum, Christiana J Taylor & William C Carter & Amy K Steltz

Rally Novice, GCH Runningmtn Love Story RN PT CGC, B, DN39779603, 11-Mar-14, 17-Nov-17, Br, CH Fivefields Kanga Roux At Rmr RN HSAds ex CH Runningmtn Native Dancer, Mrs. Janet L. DuCharme & Tish Pollock & Mr. William W. DuCharme

Rally Intermediate, Madigan's Scarlett Sentinel RI CGC, D, DN39175501, 19-Nov-08, 5-Nov-17, Bl, CH Thymewinds Hocus Pocus RN PT ex Madigan's Strawberry Wine, Roberta Reith & Diane Wynen

Rally Advanced, Artisan Crystal Starlight RA PT OA OAJ AXP AJP OF XFP RATN CGC, B, DN31646606, 19-May-11, 11-Nov-17, Blk, Chetcote The Stargazer ex CH Artisan Frost Flower VCD1 HSAds AX OAJ FDCH, Thomas M Defino & Kathleen C Defino

Rally Advanced, Just Miracle Peony Z Domu Etny RA HT, B, DN43624701, 6-Apr-15, 17-Nov-17, Blk, Ramsgrove The Hobbit ex Dream About Dzamila Z Domu Etny, Linda Porter

Rally Advanced, Tweeddale's Star Spangled RA PT, B, DN43063803, 4-Jul-15, 17-Nov-17, Bl, CH Moonstone Get Out Of My Way BN RA PT FDC OA AXJ OF ex Tweeddale's Black Magic Woman MX MXJ XF, Terry Johnson & Linda Porter

Rally Excellent, GCH Moonstone One Way Or Another BN RE, B, DN27667603, 12-Apr-10, 17-Nov-17, Blk, CH Hillside Golden Dreams ex CH Moonstone Kick Start My Heart RN PT AX MXJ MXP2 MXPB MJP3 MJPB NF OFP T2BP, Sandy McDonald & Casey Minner

Rally Advanced Excellent, DC Lil'Clove True Grit VCD1 BN RAE TDX HSAds HSBd HIAds HXAdM MX MXJ XF CGC, B, DN29010708, 23-Oct-10, 4-Nov-17, Blk, CH Bendale Singing The Blues UD GO RE HSAdsc HIAs HXAs AX AXJ NF ex CH MACH Lil' Clove Hello Poppet CD RE HSAs MXS MJS MXP3 MXPB MJP3 MJPB NF CGCA, Sonja Blanchard

Herding Tested, CH Briarpatch Jocala Southern Star PCD BN RN HT AXP AJP CGCA, B, DN30130206, 15-Feb-11, 1-Oct-17, Blk, GCH Briarpatch Look At That CD RE HT AX AXJ MXP MJP ex CH Briarpatch Jocala Inspiration RN HT OAP OJP, Carol M Lamb & Joseph Lamb & Lucy Campbell-Gracie & Anna K Gracie

Farm Dog Certified, CH Alistair Wynsum Buster Brown The Man About Town PT FDC AX AXJ MFB CGC, D, DN34624002, 5-Aug-12, 22-Oct-17, Br, CH MACH10 PACH Colquhoun's No Time To Relax RN MXG3 MJB4 MXP4 MXPB MJP4 MJPB PAX MFB TQX T2B ex CH MACH3 Wynsum Many Splendored Thing RN PT FDC MXS2 MJB2 MXP MFB TQX T2B3, Glenn W Alexander

Farm Dog Certified, CH Britannia Fuzzy Logic RA FDC CGC, B, DN42572407, 15-Mar-15, 12-Nov-17, Fn, CH Britannia Beam Me Up Spotty RN ex GCHB Ha'Penny Mirimar Deja As You Like It, Megan Woods & Michele Ritter & Audrey Woods

Farm Dog Certified, CH Sebring High And Mighty At Centennial FDC, B, DN30730503, 23-Apr-11, 4-Nov-17, Blk, GCH Farmarens Highland Piper RN ex GCH Britannia Knock Your Spots Off BN RE, Meaghan Edwards & Kirsten Andreassend

Farm Dog Certified, CH Tweeddale's Black As The Ace Of Spades HT FDC NA NAJ CGC, D, DN43063802, 4-Jul-15, 22-Oct-17, Blk, CH Moonstone Get Out Of My Way BN RA PT FDC OA AXJ OF ex Tweeddale's Black Magic Woman MX MXJ XF, Deborah Alexander

Farm Dog Certified, CH MACH3 Wynsum Many Splendored Thing RN PT FDC MXS2 MJB2 MXP MFB TQX T2B3, B, DN14096503, 21-Mar-06, 22-Oct-17, Blk, Wynsum Just Cause ex CH Wynsum Diamonds Are Forever RN AX AXJ, Glenn W Alexander & Carol J Carlsen

Farm Dog Certified, CH MACH6 Wynsum Queen Of Diamonds N' The Ruff CD BN RE HSAs FDC MXC2 MJB3 MXP MJP2 MFG TQX MFP T2B4, B, DN21785705, 9-Jun-08, 22-Oct-17, Blk, CH Balidorn Continue In Style ex CH Wynsum Diamonds Are Forever RN AX AXJ, Deborah Alexander & Carol J Carlsen

Novice Agility, CH Jocala Briarpatch Wish Upon A Star NA, B, DN43385804, 17-Jun-15, 19-Nov-17, Blk, GCHP Dunhill Steeler Nation ex CH Briarpatch Jocala Southern Star PCD BN RN HT AXP AJP CGCA, Carol & Joseph Lamb

Novice Agility, Tweeddale's Meant To Be NA NAJ, B, DN45591206, 25-Mar-16, 19-Nov-17, Bl, CH Moonstone Get Out Of My Way BN RA PT FDC OA AXJ OF ex Tweeddale's Black Magic Woman MX MXJ XF, Patti Niver & Don Niver

Novice Agility Preferred, Lakewood Wish Upon A Star NAP NJP, D, DN45963602, 6-May-16, 18-Nov-17, Bl, GCHB Lakewood Forever Cool RN CGC ex Lakewood She's Just My Style, Cheri Omnus & Julie Patzius

Novice Agility Preferred, Moonstone Heart Breaker CD BN RN OA NAJ NAP NJP, D, DN27667605, 12-Apr-10, 3-Nov-17, Br, CH Hillside Golden Dreams ex CH Moonstone Kick Start My Heart RN PT AX MXJ MXP2 MXPB MJP3 MJPB NF OFP T2BP, Merilynn Bergstresser

Novice Agility Preferred, Rivercity Georgia Magnolia May RA PT NA NAJ NAP OJP RATM CGCA TKN, B, DN35239809, 4-Dec-12, 17-Nov-17, Blk, CH Daybar Fizzical Attraction At Lakewood ex CH Rivercity's Sugar Magnolia, KEVIN & SUZANNE O'MALLEY

Open Agility Preferred, GCH Potterdale Diamond Diva OAP OJP, B, DN36688002, 4-Dec-12, 12-Nov-17, Blk, Sengalas Indiana Jones ex Potterdale Pure Platinum, Christiana J Taylor & William C Carter & Amy K Steltz

Master Century Agility, MACH3 Lil'Clove Poppet's First Moppet BN RA HSAs MXC MJC OF, D, DN27350101, 19-Mar-10, 5-Nov-17, Blk, CH Bendale Singing The Blues UD GO RE HSAdsc HIAs HXAs AX AXJ NF ex CH MACH Lil' Clove Hello Poppet CD RE HSAs MXS MJS MXP3 MXPB MJP3 MJPB NF CGCA, Claire Cifarelli

Premier Agility Dog, CH MACH3 Wigglesworth Pride And Prejudice MXG PAD MJC PJD NAP NJP MFB TQX NFP T2B3, D, DN39736101, 24-Jan-14, 4-Nov-17, Blk, CH Windfiddler's Best Of Times ex CH Wigglesworth Full Throttle MX MXB MXJ MJB, Lawrence Dalan & Sharon Ipsen

Master Agility Excellent Preferred 2, CH MACH6 Wynsum Queen Of Diamonds N' The Ruff CD BN RE HSAs FDC MXC2 MJB3 MXP2 MJP2 MFG TQX MFP T2B4, B, DN21785705, 9-Jun-08, 24-Nov-17, Blk, CH Balidorn Continue In Style ex CH Wynsum Diamonds Are Forever RN AX AXJ, Deborah Alexander & Carol J Carlsen

Master Agility Excellent Preferred 3, CH MACH Lil' Clove Hello Poppet CD RE HSAs MXS MJS MXP3 MXPB MJP3 MJPB NF CGCA, B, DN15881104, 21-Oct-06, 24-Nov-17, Blk, CH MACH Merewoods Ny State Of Mind CDX RE HSAs MXB MJB MJP NF CGCA ex CH Malakar Oreo Speedwagon RE, Trudy Wisner & Chelsea Wisner

Master Agility Excellent Preferred 12, CH PACH3 Brandmar Come Fly With Me RA MX MXJ MXP12 MXPC MJP12 MJPB2 PAX4 OF OFP T2BP, D, DN21525902, 26-Mar-08, 19-Nov-17, Blk, CH Rallentando Taylor Made PT ex CH Rams Grove Well Travelled, Karen J Reed

Master Bronze Agility Preferred, CH Moonstone Kick Start My Heart RN PT AX MXJ MXP2 MXPB MJP3 MJPB NF OFP T2BP, B, DN14058805, 10-Apr-06, 12-Nov-17, Bl, CH Oakengates Sky Blue TD ex CH Moonstone Back In My Heart RA HT NA OAJ OJP NF OFP, Sandy McDonald & Casey Minner

Master Bronze Agility Preferred, MACH2 O'Duinnin Heart In Motion MXC MJG MXP2 MXPB MJP2 XF T2B, B, DN22882102, 27-Oct-08, 19-Nov-17, Blk, CH MACH10 PACH Colquhoun's No Time To Relax RN MXG3 MJB4 MXP4 MXPB MJP4 MJPB PAX MFB TQX T2B ex O'Duinnin Joli Goes Platinum CD RE PT MX MXS MXJ MJS OAP NJP OF, Carol Hegg

Master Excellent Jumper, GCH Brenriga Wrapped In Dreamz RA PT FDC MX MXJ OF, D, DN31295202, 8-Apr-11, 4-Nov-17, Blk, Moonhill Power Of Dreamz ex Diotima It's A Wrap At Brenriga, Sandy McDonald & Casey Minner

Master Silver Jumper, Skyedance A Lark Ascending BN RE HT MX MXJ MJS NAP NJP OF NFP T2B, B, DN20759701, 23-Feb-08, 5-Nov-17, Blk, CH Melita Skyedance PT MX MXJ MJB NJP ex O'Duinnin Celebration Ale RE PT AX MXJ MJB MJP3 MJPB XF T2B2 T2BP3, Libby Myers-Buhite & Jack Buhite

Master Century Jumper 3, MACH8 Camerons On The Cutting Edge MXC2 MJC3 OF T2B2, D, DN22736301, 11-Jan-08, 18-Nov-17, Bl, GCH Romar's Undeniable ex CH Cameron's Diamonds R Forever, Lori Weinberg

Master Excellent Jumper Preferred 2, MACH2 O'Duinnin Heart In Motion MXC MJG MXP2 MJP2 XF T2B, B, DN22882102, 27-Oct-08, 18-Nov-17, Blk, CH MACH10 PACH Colquhoun's No Time To Relax RN MXG3 MJB4 MXP4 MXPB MJP4 MJPB PAX MFB TQX T2B ex O'Duinnin Joli Goes Platinum CD RE PT MX MXS MXJ MJS OAP NJP OF, Carol Hegg

Master Bronze Jumper Preferred 2, CH PACH3 Brandmar Come Fly With Me RA MX MXJ MXP11 MXPC MJP12 MJPB2 PAX4 OF OFP T2BP, D, DN21525902, 26-Mar-08, 17-Nov-17, Blk, CH Rallentando Taylor Made PT ex CH Rams Grove Well Travelled, Karen J Reed

Agility FAST Novice, Lil'Clove Benny And The Jets NA NF, B, PAL267795, 30-Sep-14, 4-Nov-17, Blk, ex , Sheila Franklin

Agility FAST Novice Preferred, CH Meadows' Emerald At Gemineye CD RE HT AX AXJ MXP MJP NFP THDN CGC, B, DN22895702, 15-Sep-08, 25-Nov-17, Blk, CH Meadows' Truth Or Dare ex CH Meadows' Simply Charming, Meg Naylor & Claudia McNulty

Agility FAST Excellent, Burlesque Ice Ice Baby RE PT FDC MX MXB MXJ MJB XF THDN RATO CGC, B, DN32183805, 16-Oct-11, 12-Nov-17, Blk, GCH Highlander He Shoots He Scores BN RE PT OA AXJ NF CGC ex CH Burlesque Abbracadabra, Martha Fruehwald & Michael Johnson

Master Agility Champion 3, MACH3 Lil'Clove Poppet's First Moppet BN RA HSAs MXC MJC OF, D, DN27350101, 19-Mar-10, 5-Nov-17, Blk, CH Bendale Singing The Blues UD GO RE HSAdsc HIAs HXAs AX AXJ NF ex CH MACH Lil' Clove Hello Poppet CD RE HSAs MXS MJS MXP3 MXPB MJP3 MJPB NF CGCA, Claire Cifarelli

Preferred Agility Excellent, GCH MACH Headline's Upcoming News CD BN RAE PT MXS MJS MXPB MJP3 MJPB PAX XF T2B2 T2BP THD CGC, B, DN24100306, 8-Feb-09, 18-Nov-17, Blk, CH Arlin Full Circle ex CH Headline's Nose For News, Suzanne L Beddoe & Matthew W Beddoe

Time 2 Beat, Aberdeen's Dancing Queen MX MXB MXJ MJB OF T2B, B, DN31088502, 20-May-11, 25-Nov-17, Blk, CH Aberdeen Always A Cool Cruiser ex Aberdeen Chas'N A Crazy Dream, Patsy Sullivan

Coursing Ability, CH Skyedance Happy As A Lark RA PT OAJ OF CA CGC, D, DN33905402, 17-Apr-12, 24-Nov-17, Blk, CH Risa To The Spindrift Spirit PT ex Skyedance A Lark Ascending BN RE HT MX MXJ MJS NAP NJP OF NFP T2B, Libby Myers-Buhite & Jack Buhite

Canine Good Citizen, CH Balderdash Bedazzled At Balgrae CD PCD BN RAE HSAs HSBds HIAds HIBd AXP AJP XFP CGC, B, DN41331401, 20-Nov-14, 24-Nov-17, Blk, DC Pentangle's Captain Jack BN RAE HSAs HSBd HIAds HIBd HXAdM HXBdM MX MXJ MXF T2B ex DC Lil'Clove True Grit VCD1 BN RAE TDX HSAs HSBd HIAds HXAdM MX MXJ XF CGC, Joanne Marie Williamson

Canine Good Citizen, Britannia Abbey Road RN FDC CGC, B, DN36858302, 31-May-13, 18-Nov-17, Blk, GCH Britannia Sebring All Time High CDX PCDX BN GN RAE HT TKN ex CH Britannia Not How You Say Tart BN RN TD, Becky Tupa & Mike Tupa

Advanced Canine Good Citizen, CH Dreamchaser Sapphire Skye CGCA, B, DN31223301, 30-Jan-11, 1-Oct-17, Blk, CH Strathearn's Hart And Soul ex CH Strathearn's Dream Chaser, Susann Brody & Debra Quadland & Sarah Brody

Canine Good Citizen Urban, Chaniem Argid Liath Geall CD RN CGCA CGCU, B, DN33126608, 20-Feb-12, 7-Oct-17, Bl, CH Runningmtn Light Fawntastic ex CH Chaniem Meadhair, Christina Hays & Ken Hays

Trick Dog Novice, CH Allaround Our Lucky Penny RN CA RATN CGCA TKN, B, DN40164004, 2-Jul-14, 7-Nov-17, Blk, DC Pentangle's Captain Jack BN RAE HSAds HSBd HIAds HIBd HXAdM HXBdM MX MXJ MXF T2B ex CH MACH3 Estrella Theres A Breeze Allaround HT MXC MJB2 NF, KEVIN & SUZANNE O'MALLEY & Andrea Hobe

Trick Dog Novice, CH Britannia Brand New Day At Summit PCD BN RN FDC CGC TKN, B, DN36858305, 31-May-13, 22-Nov-17, Blk, GCH Britannia Sebring All Time High CDX PCDX BN GN RAE HT TKN ex CH Britannia Not How You Say Tart BN RN TD, Kathy Thomas & Kim Raleigh

Trick Dog Novice, CH Britannia Fuzzy Logic RA FDC CGC TKN, B, DN42572407, 15-Mar-15, 29-Nov-17, Fn, CH Britannia Beam Me Up Spotty RN ex GCHB Ha'Penny Mirimar Deja As You Like It, Megan Woods & Michele Ritter & Audrey Woods

Trick Dog Novice, CH Britannia Live Long And Prosper BN RE HT CGC TKN, D, DN34434905, 8-May-12, 29-Nov-17, Blk, CH Britannia Beam Me Up Spotty RN ex CH Britannia Nip 'N The Air RA, Audrey Woods & Michele Ritter & Megan Woods

Trick Dog Novice, GCH Britannia Sebring All Time High CDX PCDX BN GN RAE HT TKN, D, DN25101301, 14-Jun-09, 22-Nov-17, Blk, CH Britannia Back To The Future VCD1 RE PT AX MXJ ex CH Britannia Nip 'N The Air RA, Kathy Thomas & Jill Floberg

Trick Dog Novice, CH Dunnachie Way Of The Wizard BN RN THDA CGCA TKN, D, DN31286803, 27-Jun-11, 1-Nov-17, Blk, CH Wigglesworth Stay Out Of My Way AX AXJ ex CH Dunnachie Don'T Get Me Started NA OAJ, Bob Rau & Suzy Rau

Trick Dog Novice, Winterlyn Blazing Jasper CGC TKN, D, DN47290301, 3-Jun-16, 28-Nov-17, Br, Caramac Change The Beat ex Pipadene Upper Crust For Winterlyn, Judy Thrift

Therapy Dog Novice, GCH Burlesque Mistletoe Bliss RN THDN CGC, B, DN38353205, 26-Dec-13, 2-Nov-17, Br, GCHS Highlander Macbean At Burlesque RN HT ex Burlesque Special Mystique RE FDC OAP NJP THDN RATO CGC, Patricia Bleil & Laura Colombo & Patricia Colombo & Gordon Bleil

Dock Novice, Estrella's One Crazy Summer CA DN, B, DN39989201, 27-Jun-14, 20-Aug-17, Br, Chantillys Tyme Moves On Of Xtc ex CH MACH Estrella's Solamente Mia BN RN MXB MJS OF CA, Jennifer Scheytt



HAIR at the FAIR

Bearded Collie Club of Southern California

18th Specialty Show with Sweepstakes

Saturday March 31, 2017

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Held concurrently with Kern County Kennel Club

Mrs. Pam Joy Douglas • Regular Conformation judge
Regular and Non Regular classes

Casey Minner • Sweepstakes judge

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Kern County Kennel Club

Saturday, March 31
Mrs. Debra Long Gschwender

Sunday, April 1
Dr. Sophia Kaluzniacki

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What's a Snippet? Glad you asked! A Snippet is short article about meetings or parliamentary procedure. New snippets are released on the first day of every month at www.agreatmeeting.com.



Snippet #169 Staff/Board Relationships

The currency of the nonprofit is passion – both a blessing and a curse. It's a blessing that nothing matches the dedication and commitment of those who band together to work for a cause they believe in. The curse is that because this *is* so personal, the ability to think logically, objectively, and strategically is often severely hampered. The board/staff relationship is key to a nonprofit's success.

The nonprofit faces unique challenges to creating and maintaining a healthy board/staff relationship. In a for-profit corporate environment, no one rises through the ranks planning to take the helm for a year or two, during which time the staff continues in their roles. In a nonprofit, the executive director and staff have to build a new relationship every election cycle. A president who comes into the office planning on “their year, their legacy, their way” causes the association to step back or start over with every new president. Instead of carrying out a long term strategy. New logos, themes, and tchotchkes are developed and the “new era” (at least for a year or two) begins. This type of activity is so obviously disruptive and contrary to good governance that the board may lose integrity with the staff, who have a longer view in mind. New boards (and especially new presidents) must come into their offices with a sense of history and the strategic plan, looking to fulfill collective goals and not on their own special legacy and a pile of souvenirs from their terms of office.

This is not to say staffs don't also bear some responsibility in creating this atmosphere. A hallmark of nonprofit staff is their dedication and desire to make things easier for the leadership. It can even go to extremes. Many years ago, after a new association officer left the staff room, I heard a staff member tell a new employee: “Do you know who that was? That was *(insert name)*, the new *(insert office)*. If he asks for your first born, you give it to him.” A healthy board/staff relationship requires both parties to recognize that the staff has the day-to-day expertise in managing the association and fulfilling the mission, while the officers and directors have the responsibility to make decisions and govern the association. Staff who get involved in political disagreements (or worse, take sides), become confidants with members, or become vested in their own opinions about issues, create mistrust and tension.

The trust and tension issues can surface in the board room. There are many executive directors who believe they should be full members of the board. But this dramatically changes the dynamic – how can an employee be a full participant as an owner? And what if, on another issue, the executive director deliberates and votes, ends up as opposition in the minority and then must be trusted to implement that decision? Deliberation and counsel are two different things; the executive director should respect the board's right to govern and recognize this is the board's turf. During board meetings, the executive director and designated staff should be consulted for their expertise. The executive director should be a guiding hand, ensuring that the board has all of the information at their disposal in advance to ensure sound decision-making, but not advocating or lobbying for any one choice.

By the same token, the office is the executive director's workspace; board members must keep in mind that the executive director was hired to run the operations. Getting involved in personnel matters or giving directives to staff without the knowledge and consent of the executive director is encroaching. Having respect for each other's “space” will form a solid foundation on which to build a working relationship. Except with respect to the executive directors, hiring and firing decisions are not made by the board. Even if someone seems to be a valuable and longtime employee, it's not up to the board members to get involved in a termination. Board members must remember that the executive director works at the direction of board as a whole, not for any one individual, and the staff works at the direction of the executive director.

Respect and trust are earned and boards and staff must work to earn – and keep – them.