

Lines From Linda

BY LINDA AYERS TURNER KNORR

Candid Candidates Part II



Merry Christmas from Linda and her son, Todd Turner

Dogdoms greats from around the globe have descended upon the magical city of Orlando for our AKC National Championship Dog Show and the air is filled with the holiday spirit! During this week of exciting activities the AKC Delegates are also meeting to hear from the candidates running for our AKC

Board of Directors. Here's an early opportunity to learn more about each hopeful as they responded to questions I posed to them:

LIST OF CANDIDATES

CLASS OF 2019

Ronald H. Menaker (has no opposition for a one year term)

CLASS OF 2022

Voters will select 3 from the list of the others running.

Robert Amen

Carl Ashby

James Dok

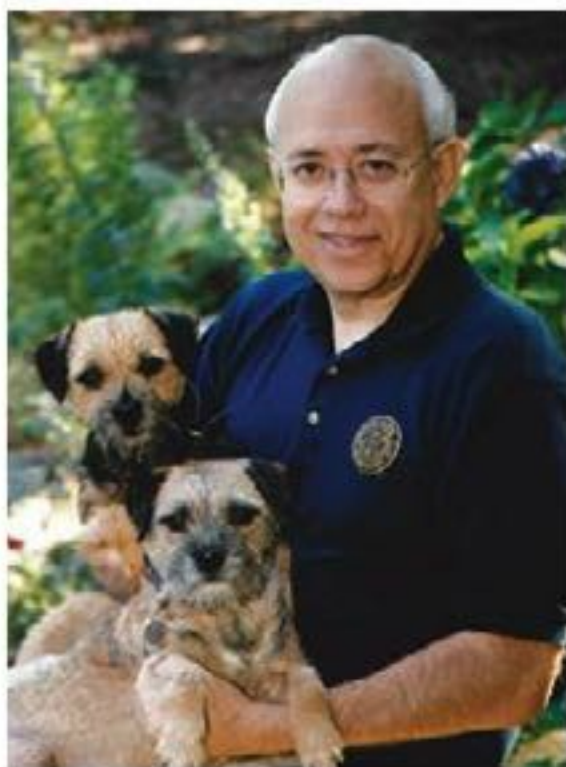
Jan Ritchie Gladstone

Christopher Sweetwood

Harold "Red" Tatrow

Ann Wallin

RONALD H. MENAKER



1. Please share your background in purebred dogs including breeding and events.

I have been actively involved in the Sport of conformation since 1965. I began with Bedlington Terriers and over the years I have bred, shown and finished many champion Bedlingtons, Giant Schnauzers and Border Terriers. Currently my wife and I breed and show Border Collies and

we recently added an English Setter puppy to our family. I also enjoy the honor of being an approved Judge for Best in Show as well as the Sporting, Working, Terrier, Non-Sporting and Toy Groups.

2. Please share your participation and leadership experience in dog organizations as well as your involvement as a Delegate (length of service, committee membership, etc.)

I first became a Delegate in 1988 and have served AKC in this capacity for a total of 28 years, with a break only from 1992 to 1994. I have been President, AKC Delegate and Show Chairman for the Bedlington Terrier Club of America and remain a member to this day. I am also a member of the Border Terrier Club of America. I have been a Show Chairman and Governor of the Westminster Kennel Club, a Director of the Morris and Essex Kennel Club and a longtime member of the Westchester Kennel Club. I am also an Honorary Member of the Kennel Club in the UK. I was President of the Tuxedo Park Kennel Club for four years (and remain its honorary President) and have been Tuxedo Park's Show Chairman for the past ten years. I was Show Chairman of the AKC/Eukanuba National Championship from 2002 to 2012. I have served on the AKC Board in many capacities since 1996; I was Vice Chairman of the Board in 2001, Chairman from 2002 until 2012 and Chairman from 2015 to the present. Additionally, I have been a Director and was President of the AKC Museum of the Dog. I have also been a Director of the AKC Canine Health Foundation. Outside of AKC, my involvement in dog organizations includes serving on the Board of Overseers for the University of Pennsylvania Veterinary School and being a Trustee of both the Morris Animal Foundation and St. Hubert's Giralda Animal Welfare Center.

3. Please share any leadership experience in other non-dog activities that will prepare you for Board service.

In my non-dog life, I was President of JP Morgan Services from 1966 to 1999, where I was responsible for a budget of more than \$500 million and more than 1,100 employees. I was also a Managing Director and head of Corporate Services Worldwide for JP Morgan. I have been a member of the Boards of Atlanta Capital Corporation and Reckson Associates Realty Corporation. My experience has also taken me into leadership roles in non-profit organizations beyond dogs; I was the Chairman and Vice Chairman of New York Downtown Hospital, who awarded me their Elizabeth Blackwell Humanitarian Award. As a result of my service to the Board of New York University Medical Center I was awarded an honorary doctorate of medicine. Because of my professional experience, I am well versed in financial and operations management. Understanding how to run a business and manage teams of people has served me well in my tenure at AKC. In 2003 I worked side-by-side with management and staff to solve an operational crisis when the then-new registration system crashed. I assembled a team of information technology experts to restore working order promptly. I also modeled a successful AKC Internal Consulting Group after practices I had seen implemented in my corporation; our ICG team fostered the careers of several high-performing executives still on staff today.

Notably, my experience in both the for-profit and not-for-profit worlds allowed me to put AKC on the path to financial health; with the help of management and staff, I primed our organization for alternative revenue streams in licensing, sponsorships and affinity marketing which have generated millions and continue to earn revenue to this day. These initiatives permitted us to set financial reserves to secure our organization's future.

Moreover, even though I am by all accounts a veteran of the Fancy, I do feel it is important to point out that I came into the Sport as an eager and uninitiated dog owner with a puppy from an unknown breeder. Because of that, I carry with me a respect for our constituency at all levels and a fervent belief in our continuing need to embrace the general public.

4. Please share significant highlights of your professional career and how they will complement your AKC Board service.

Again, my professional background includes significant leadership roles in both for-profit corporations and not-for-profit organizations and these experiences have prepared me to contribute to the AKC as a board member in many ways. I have leveraged my professional experience on behalf of AKC by instilling best practices in business management, team development and productivity enhancements that have made our organization more effective for core constituents and staff.

5. What role should AKC play in the years ahead and do you believe AKC is on track to accomplish it?

I believe AKC's role is to nurture, recognize and serve breeders so they can be best equipped to achieve their goal of preserving and improving their breeds. Quality dogs bred by dedicated, responsible breeders are what we need to foster and maintain meaningful competition in our Sport. AKC's first priority should be to these breeders and our clubs.

I believe we are headed in the right direction and we know our priorities. We must continue to innovate in order to remain a viable, relevant organization and to continue to achieve our mission. Most importantly, we are doing everything we can to recognize and serve breeders, who are the backbone of the Sport. Numerous programs that have been instituted during my tenure have benefited breeders through recognition, awards and opportunities to compete. We consistently keep breeders at the forefront of our marketing and media strategies. Rising registrations and blue slip return rates have been the natural by-product of our pro-breeder philosophy and our organization has been better off for it.

6. What is your motivation for wishing to serve on the AKC Board of Directors? What difference do you hope to make?

There are several projects that were initiated during my Chairmanship that will come to fruition over the next year and there is still work to be done. AKC is experiencing momentous changes and is going through a period of significant expansion and outreach. Therefore, I am

"A ONE-YEAR TERM WILL ALLOW ME TO MAKE A DIFFERENCE BY GIVING BACK TO THE SPORT THAT HAS PROVIDED ME A LIFETIME OF JOY, FELLOWSHIP AND COMMUNITY."

-RONALD MENAKER

seeking a one-year term in order to see numerous important initiatives to their completion. Specifically, these projects include moving AKC's headquarters to a new location, bringing the AKC Museum of the Dog to New York City, implementing our organization's financial and succession planning, and enhancing the judging approval process with evolutionary improvements. It is an ambitious set of goals that can all be achieved with continuity, focused leadership and teamwork. A one-year term will allow me to make a difference by giving back to the sport that has provided me a lifetime of joy, fellowship and community. I consider this an opportunity to serve our organization during an exciting, transformative time.

7. Bringing and retaining new people into AKC sports is essential if our sports are to survive. How would you address this challenge?

It is universally accepted that the youth are our future. So we should engage with exhibitors who are parents to learn what would bring their children into the sport if they aren't already participating. Also, we should encourage breeders who sell puppies to families to advocate for Junior Handling. We should provide these breeders with the tools to educate their new puppy buyers about AKC experiences for children. The breeder's influence on the new puppy owner is not limited to nutrition and training; it also relates to enjoying one's puppy to the fullest. Breeders can mentor young families at shows, and the Juniors ring is a great place to start.

In addition to developing the younger audience, I also believe that empty nesters represent a strong potential target as well. Dog owners who have fewer responsibilities to children at home and who are seeking leisure and social activities can be excellent candidates for AKC events. Implementing a marketing strategy for this demographic would be one way to cultivate new participants.

8. How can we improve AKC's image among its core constituents and owners of AKC registered dogs?

Whether AKC has or has had an image problem is a matter of debate. We are less about tuxedos and gowns these days and more about celebrating the love of purebred dogs with everyone. I believe the relaunch of the

AKC web site will contemporize our brand and communicate the fact that AKC is authoritative yet still approachable. The creation of the Committees and the inclusion of delegate feedback in projects like the new web site should reassure core constituents that AKC values and listens to its stakeholders more than ever.

9. The conformation sport continues to decline. Do you have any thoughts on how to engage more people in breeding and showing purpose bred dogs?

Breeding and showing dogs are not hobbies that one can decide to pick up quickly, like cooking or jogging. We have to create a path for people to develop an interest in breeding and showing dogs. It's a slow build. Creating demand for purebred dogs is a long-term goal that we are addressing now through a new department at AKC and initiatives that will be announced before the new year. Mentorship is another key ingredient. We need to encourage and reward our veterans of the fancy when they share their knowledge and foster growth in others. From a tactical perspective, increasing exhibitors requires getting people to show up. It is becoming more and more apparent that e-mail marketing is a powerful tool that gets results. It's not enough to create more opportunities for new dog owners to come try out AKC events. We have to tell them about these opportunities in a strategic fashion. We should leverage e-mail marketing tools to educate the public about our programs and events and measure the results.

10. How do you reconcile the fact that often the AKC Board of Directors must make decisions that may not please the Delegate body yet may be necessary to fulfill their fiduciary responsibility to AKC?

Certainly, each Director represents a member club. But in the Board Room, our first responsibility is to advance the interests of the American Kennel Club.

We must assume that our clubs have faith in their delegates to strike a balance between the needs of clubs and those of the broader organization. Decisions that may seem unpopular to some in the short term must be understood for their intention to further the Sport in the long run.

ROBERT AMEN



1. Please share your background in purebred dogs including breeding and events.

We bought our first purebred dog—a Scottish Terrier—as a pet. I trained him in obedience, but my career left me no time to compete. We then owned a series of purebred Golden Retrievers. But my serious activity with purebred dogs began about twenty-five years

ago, when I began planning for retirement. I acquired an Australian Shepherd bitch from a breeder in Texas and decided to take her to an obedience class; four years later she became my first Obedience Trial Champion (OTCH)—from both AKC and the Australian Shepherd Club of America. I then earned OTCH titles on two more Aussies—including a male that also was a conformation champion and a female that qualified for the National Obedience Championship for seven years in a row.

I then moved on to a Golden Retriever bitch that went on to garner my fourth OTCH title; she also earned a new AKC title, “Obedience Grand Master”; achieved recognition from the Golden Retriever Club of America when she was named to its Obedience Hall of Fame and qualified for the National Obedience Championship for three years in succession.

In addition to these events, I competed in Lure Coursing with an Afghan Hound and earned a Senior Coursing title on her while showing in conformation. I have also competed with two of my Golden Retrievers in dock diving and one of them achieved a “Master Jumper” title. I currently compete with a five-year old Golden Retriever bitch in obedience. In the past year she has earned her UDX (Utility Dog Excellent) and OM1 (Obedience Master) title, as well as recognition from the Golden Retriever Club of America by being named to their Obedience Hall of Fame. She has qualified for the AKC Obedience Classic in Orlando, Florida for the past three years.

I'm an AKC obedience judge and in 2014 was on the judges panel for the AKC National Obedience Championship.

2. Please share your participation and leadership experience in dog organizations and as a delegate.

I was a Delegate for 12 years, 11 of them for Port Chester Obedience Training Club, White Plains, New York; now representing Greater St. Louis Training Club. Former (2005-2011, when I was elected to AKC board) and current member, Delegates Companion Events Committee. I was on the Board of Directors (2011-2015): Board liaison with Companion Events Committee, (2012-2015); member AKC Board's Pension Committee (2011/12.; Chairman, AKC Audit Committee, (2013-2015) and Port Chester Obedience Training Club (2015), Obedience Training Director at PCOTC.

I was a member of the United States Australian Shepherd Association; former Obedience Editor for USASA “Journal” and former member of Board of Directors I was also a member for the AKC Nominating Committee for Class of 2021. I was Contributing Editor, “Front and Finish” magazine (obedience and agility subscribers), the “Maxwell Award winner” in 2013, from Dog Writers of America for magazine article that appeared in AKC “Family Dog” magazine and a member of the AKC Task Force, selected by AKC staff, to review Group Exercises (Novice and Open Obedience Regulations) and make recommendations for any changes due to safety concerns, 2017.

3. Share any leadership experience in other non-dog activities that will prepare you for Board service.

I was President of Ketchum Global Corporate Practice (Ketchum was the fourth largest public relations firm in the U.S.), with offices in major cities in the U.S., Europe and Asia. (1994-2000), have 40+ years experience with major ("Fortune 500") corporations as senior executive responsible for communications (public relations, marketing, community relations, et al) and as president of my consulting firm Amen & Associates, Greenwich, Ct., with major corporate clients in various industries and Chairman of the Board, National Investor Relations Institute, Washington, D. C. (now McLean, Virginia), a professional organization comprising some 3,000 members.

4. *Share significant highlights of your professional career and how they will complement your AKC Board service.*

I had prior service as AKC Board member, 2011-2015, including being Chair of the AKC Audit Committee (2013-2014), was President of Ketchum Global Corporate Practice: responsible for corporate public relations, employee information, investor relations, "Reputation Management" programs throughout Ketchum network major offices were in New York, Chicago, San Francisco, Los Angeles, London and on Board of Directors, National Investor Relations Institute (1986-1990). Active in educational seminars and related activities organized for professionals throughout the U.S.

5. *What role should AKC play in years ahead, and do you believe AKC it is on track to accomplish it?*

The AKC has realized that its core "community"—estimated to be about 400,000 people—is insufficient to maintain growth in its sports and key role as "The Dog's Champion", so it has been searching for new avenues of revenue. While focusing on our primary constituents—clubs, breeders and the fancy, we must also reach out to the public by maintaining our leadership in activities related to canine health, responsible dog ownership and AKC ReUnite. These programs can provide significant contact for the AKC with the public. We want to remain the "brand" that represents all things canine.

6. *What is your motivation for wishing to serve on the AKC Board of Directors?*

First, I want to continue the work I began in my prior service on the Board from 2011-2015, by contributing my experience in Obedience, Rally, Agility and Tracking to the boardroom. Second, I think my 40 year career in public relations might be useful as we continue to strengthen the AKC brand, move into new markets, and broaden our presence in the New York City area with the opening of the AKC Museum of the Dog. I would also like to see us gain more recognition for AKC ReUnite and its unique Pet Disaster Relief program. I believe the recent outpouring of donations from AKC clubs and individuals demonstrated a deep commitment to helping pets and their families when disasters such as hurricanes and wildfires occur. As important, it showed that when the AKC core family

focuses on a significant issue or event, it can generate enormous positive momentum.

7. *Bringing and retaining new people into AKC sports and is essential if our sports are to survive. How would you address this challenge?*

The first challenge is to retain our primary audiences—exhibitors, breeders, clubs and their members—and expand this core group. At the same time, we must attract new families into our AKC universe—as buyers of our "products"—from searching for a puppy on the AKC web site, to registration, to training resources, to our sports and other products and services. I believe that the strategy of moving into new products (AKC Link Smart Collar) and important services (AKC ReUnite ID Microchips) help the AKC strengthen its brand.

We also need to focus on one or two major objectives, achieve some "traction" and then broaden strategy. Rally grew as an adjunct to obedience; hunt tests was derived from field trials. Tracking and nose work led to Scent Work, which has just been launched by the AKC. Scent Work is a sport that took three years for staff to put together; but it is catching on quickly with at least 260 judges already approved and over dozens of trials already in the works. It is an extremely exhibitor friendly sport that is easy to learn; dogs love it and so do their owners. What a great way to get new families into the AKC universe.

8. *How can we improve AKC's image among its core constituents and owners of AKC registered dogs?*

As I said above, our core constituents are key, and we must retain their loyalty, interest and support. Programs like Breeder of Merit and AKC Bred with H.E.A.R.T. are designed to highlight those purebred dog breeders who meet the qualifications for achieving high health standards for their breeding program; as a follow-up, they can use AKC Marketplace to help sell their puppies. AKC breeders can also take advantage of AKC Online Record keeping and AKC Breeder EZ Reg.

The AKC fancy benefits greatly from the AKC Government Relations programs: legislative alerts, which identifies important legislation nationally and locally, has been a great source of information to dog owners. The Legislative Action Center tracks these bills, initiates actions where necessary and offers support to interested parties. These activities also are important in enhancing our image with current and prospective owners of AKC registered dogs. In its efforts to attract and retain new dog owners, the AKC offers training information, responsible dog ownership promotions, a broad variety of sports and events for dog owners and a wide range of titles and certificates to maintain the dog owner's interest in our world of canine activity. I think we might do more to recognize and publicize the work of AKC Canine Health Foundation, and AKC ReUnite's work in Lost Pet Services and disaster relief. We need to keep publicizing our activities and successes in these areas.

Another new indirect opportunity for improving the AKC's image involves the move of the AKC Museum of

the Dog from St. Louis to New York City, on the ground floor of the building that will house the new offices of the AKC. The museum has spectacular a collection of fine art and artifacts that will attract public attention and many visitors. The Board and AKC staff has already begun to develop a public and community relations program for this outstanding opportunity.

9. Conformation sport continues to decline. Any thoughts on how to engage more people in breeding and showing purpose bred dogs?

I believe recent numbers show the dramatic decline of entries may be stabilizing; it is too soon to conclude that this is a trend. As I point out above, the AKC has established many programs to support and broaden a breeders' ability to reach its market. I hope we will continue to develop and improve other major efforts like AKC Marketplace, which has information on everything that might be important for a family and their dog. On the sports side of the business, AKC continues to create new conformation classes to broaden the competitive life of purebred dogs in conformation.

Meanwhile, the AKC's new marketing staff has been given broad authority and budget to push ahead with efforts to encourage breeders and potential participants in conformation. In its recent presentation at the September delegates' meeting, the marketing group delivered a major presentation on its efforts, which are still under way.

New sports like Coursing Ability Test (CAT) and AKC Scent Work are the kinds of events that might attract new dog owners to the idea of purpose-bred dogs. Both sports are relatively easy to train for; in addition to hounds, many breeds love to chase a target on a short course in CATS and dogs are naturally interested in nose work (plus, in the latter sport, you can train beginner dogs in a small space!). Hopefully, exposure to these new AKC events may lead to exhibitors becoming interested in conformation as their participation interaction with the AKC broadens. This is where "marketing" is important—connecting all audiences that are in and around the AKC sports and events world and spreading the word about the wonderful world of "The Dog's Champion."

10. How do you reconcile the fact that often the AKC Board of Directors must make decisions that may not please the Delegate body yet may be necessary to fulfill their fiduciary responsibility to AKC?

This is a fundamental issue that I experienced during my four years on the AKC Board (2011-2015). I was fortunate to have worked with large corporations for over 40 years as a senior executive and as a consultant. This issue came up with "public" companies, and I often have had to advise directors on their fiduciary role and responsibilities.

The AKC is, however, unique; it is a not-for-profit organization that is a club of clubs; yet it operates under federal, New York State and local laws and regulations; once the

individual club member becomes a member of the Board, the responsibilities of the latter prevails.

Every year, after the new Board is elected, the AKC's external law firm gives a presentation outlining directors' general responsibilities: to participate actively in pursuit of the company's mission statement and long-term best interests, "obey" the duty of loyalty, i.e., a director must put the interests of the organization before their personal and professional interests, accept the legal responsibility to oversee that the organization complies with applicable federal, state and local laws. As stated in Article X of the AKC Charter and Bylaws, the Board "shall have supervision of the funds, assets and property of the AKC..."

The challenge is to think and act beyond the scope of the delegate's role. Decisions may require focusing on what is best for the long-term interests of the AKC. Investing the company's assets, for example, in new areas of business (such as AKC LINK Smart Collars) may require this type of thought process. It "may not please the delegate body," as the above question asks, but it may be the right decision for the organization. That is why it is so Important for the delegates voting for the Class of 2022 to think carefully about the candidates—can they fulfill this role as a director for the next four years and step beyond their club's interests to make the right decisions in the best long-term interests of the American Kennel Club?

CARL C. ASHBY



1. Please share your background in purebred dogs including breeding and events.

Jaimie and I have bred and owner handled Kerry Blue Terriers since graduating from college. Our start was in Obedience completing several titles on a difficult obedience breed. Jaimie taught obedience for several years for the Winston-Salem Dog Training Club. Thanks to

good early mentoring we have enjoyed success in the conformation ring. We have bred and shown three Best in Show Kerry Blues, many group and specialty winners and all our dogs have finished with multiple Specialty majors. We continue to exhibit and breed today and have bred two litters in the past five years.

2. Please share your participation and leadership experience in dog organizations as well as your involvement as a Delegate (length of service, committee membership, etc.)

I have been active in All Breed, Group (including being a founder of the Carolina Terrier Association) and my Parent Club currently holding the position of treasurer for these Clubs. I have successfully chaired over 60 conformation

events and currently serve as Cluster Chair for the Carolina Cluster, co-chair of Kerryfest, and Show Chair for the Carolina Kennel Club. I have served as Delegate for the United States Kerry Blue Terrier Club for 28 years. My past Delegate Committee memberships include the All-Breed Committee, the Delegate Advocacy and Advancement Committee and the Perspectives Committee.

I am immediate past Vice Chair of the American Kennel Club having completed eight years of service as a member of the AKC Board of Directors in March of 2017. As Chair of the AKC Political Action Committee a new fundraising record in 2016 to support legislative activities.

I currently serve as Vice Chair of AKC Reunite, Executive Committee Member of the AKC Canine Health Foundation, the AKC Detector Dog Committee, and as a Director on the Board of Managers for AKC Link.

3. Please share any leadership experience in other non-dog activities that will prepare you for Board service.

I retired as President of AT&T Custom Manufacturing Services one of 23 AT&T Business Units. This position included full profit and loss responsibility and the business assets required to run a \$200 million business. Previously I held business and technology leadership positions in AT&T. Upon my retirement I became an entrepreneur and built a retail chain to 14 stores and sold all but two in 2015.

In addition to my professional experience I have been actively involved in the Greensboro community serving in many leadership positions. These positions all required working with a diverse group of people bringing them together around shared goals. These organizations include: Chair-National Conference for Community and Justice (formerly National Conference of Christians and Jews); Chair of Leadership, Greensboro; Fund Raising Chair and Board Chair of Arts, Greensboro; Board Member of United Way and Finance Committee Member/Building Committee; Vice Chair of Leadership for the Greater Greensboro Chamber of Commerce, the Piedmont Triad Partnership and member of their respective Executive Committees; Chair of Music for a Great Space; Current Member-Guilford County Animal Advisory Board Founding chair of Other Voices (a diversity leadership program in Greensboro) and Member of the Board of Trustees of North Carolina A&T State University, an HBCU.

4. Please share significant highlights of your professional career and how they will complement your AKC Board service.

My professional career began as an engineer with AT&T where I became the youngest Senior Engineer in AT&T, then moved into management, and retiring as the President of a business unit. Significant accomplishments included: Engineering assignments of progressive complexity; Named Executive Potential during first management assignment; Oversaw multiple organization "turnarounds" and founded a business unit inside of AT&T, named its President and grew it to a \$200 million manufacturing business.

Upon retirement from AT&T I became an entrepreneur growing a retail business to 14 stores in two states. In this business success was squarely on the shoulders of the owner. The business quickly grew to 14 stores and was recognized as one of the top chains winning awards whenever they were offered.

These leadership experiences, my large and small business experience, extensive leadership in non-profits coupled with my deep background in dogs gives me a unique set of skills to contribute to the success of AKC and its many constituents. Those skills were demonstrated during my first 8 years and are just as relevant today.

5. What role should AKC play in the years ahead and do you believe AKC is on track to accomplish it?

The American Kennel Club must be the voice of all dogs in America with focus on building interest and demand for purebred dogs as the preferred choice as family companions. Only by casting a broad net can we bring in potential purebred dog owners and assure the preservation of purebred dogs and dog sports. AKC, through its digital presence, has significantly repositioned itself in the mind of the average dog owner but that effort will never be done. AKC must continue to build a strong brand presence, continue to raise our visibility to a broad cross section of current and potential dog owners, find ways, such as the AKC Detector Dog initiative, to position AKC as the "go to" organization for all things dogs. I would work 24/7 to build consensus and support around this role.

6. What is your motivation for wishing to serve on the AKC Board of Directors? What difference do you hope to make?

To continue to make a difference. I believe I made a positive difference on the Board of Directors during my eight years of service. I believe a majority of those I served with would agree. I worked tirelessly and brought unique skills that were lost when I termed off the Board. My business and analytical background coupled with my current active involvement with Club's and the sport provides a perspective which allow me serve AKC in a positive way should the Delegates allow me to again serve.

My leadership experience on the Board including my experience working with many on the current Board will allow me to hit the ground running to make a difference. I worked closely with staff and built strong relationships with senior management. This gives me insight as to their goals and objectives. I understand the role of the AKC Board of Directors. This background will permit me to build the consensus necessary, with the help of other Board and staff members, to continue to move AKC forward.

7. Bringing and retaining new people into AKC sports is essential if our sports are to survive. How would you address this challenge?

First, continue to work with local 4-H groups, local Boy and Girl Scout troops and use character education courses in elementary schools to reach children at a young age.

Provide more tools to our Clubs to interact with youth in ways that best meet the needs of their community and recognize Clubs who are successful by creating Youth Engagement Recognition Awards.

Strengthen the Junior Showmanship program by introducing a role for college age young people. Many of our Juniors today drop out today upon high school graduation and most don't come back. We need to reconsider the age categories and the dropout rate of younger participants to see if some restructuring is needed to retain these youngsters. We must find ways for young people to have early success, so we must develop events that can result in success.

One of the startling facts is that few children of parents who have participated in events participate themselves as adults. This problem will not have an easy fix. We need to learn why their children don't participate and see if actions can be taken to reverse this trend. To date that has not been done.

8. *How can we improve AKC's image among its core constituents and owners of AKC registered dogs?*

There is no question that the fancy doesn't always have a high opinion of AKC. That is likely because all they see from AKC are rules, regulations and event fees. Less than 30% of people at events belong to Clubs consequently carrying the message of AKC to the fancy is challenging. We must value participants as customers and find new approaches to reach them.

Our Executive Field Representatives are in an excellent position to be the positive face of AKC as they attend 93% of our all-breed events. The strategy I helped develop and implement is designed to provide resources to better support our sport and reduce the burden on show giving Clubs. Once we can fund more of the event costs from those outside the fancy we potentially reduce fees. Reduced fees couple with better fancy communication and engagement will improve our image. It is troubling when I hear people say "AKC is all about the money." After eight years on the Board I can tell you that simply isn't true. During my Board service, we strived to hold the line on fees paid by the fancy. Ironically, research shows registrants who are not connected to dog sports have a more positive view of AKC. A part of our strategy is to build a long-lasting relationship with these pet owners and, in turn, find ways to make them an engaged part of the AKC family.

9. *The conformation sport continues to decline. Do you have any thoughts on how to engage more people in breeding and showing purpose bred dogs?*

Participation in all AKC events must grow. Conformation has especially suffered. Entries peaked around 2003 but significantly declined in the 2008 time frame and conformation has declined every year since the recession. All our dog events must be approachable, have a level playing field, offer accessible training facilities, mentoring and ultimately affordable when compared to other recreational/hobby choices.

I will share some examples: Make sure that people know events are taking place. In a focus group people were

told about agility and many expressed interest. When told over the past couple of months there had been agility trials within 15 miles of the focus group site they were surprised. We don't publicize companion events and thus people aren't exposed to them. Without exposure, there is little chance they will participate.

Level Playing Field-in conformation many feel the deck is stacked in favor of the professionals. At the Group level professionals seek the best dog and, with a monied client, can acquire the best dog in the world and campaign it. The heart of the sport is the Breed judging and it is essential the dogs are judged against the standard and not who is on the lead.

Training Facilities—our Clubs do a great job, but facilities and trainers aren't always available when a person needs to train. Controversial I know, but relationships with professional trainers for companion events are necessary in some (not all) markets. These "trainers" should be considered a complement not a competitor to our Clubs. The more people who become involved in the companion event training the more people who will participate in the events our Club's provide.

Mentoring-conformation is a highly subjective sport. It is hard for a seasoned exhibitor much less a new exhibitor to understand why a specific dog wins. The average new person is out after five shows or less. Often, they never really interact with an accomplished breeder/exhibitor. We must find ways to engage new exhibitors to hold them in the sport. Their first dog may not be "show" worthy but they love that dog. Helping them understand conformation is essential. It's how my wife and I got started in Kerry Blues and we are still involved over 40 years later. I wonder if we would have been a statistic had we not been mentored?

Affordable-this is both money and time and the best way to make this work is ring success which increases the value of the experience for the money spent. We can also use the tools the Clubs now have such as the 4-4-3-3 show concept or the two shows in a day. Neither is being used to any extent today. Exhibitors are a Club's customers and shaping events to meet their needs is critical.

We are competing for leisure time in a time-starved world. Maintaining the status quo will not increase participation. Unlike many of our events conformation has a specific purpose and handing out ribbons isn't one of them. On the other hand, finding ways to allow new people to learn the sport and have some success in the process is going to be a critical component of growing conformation.

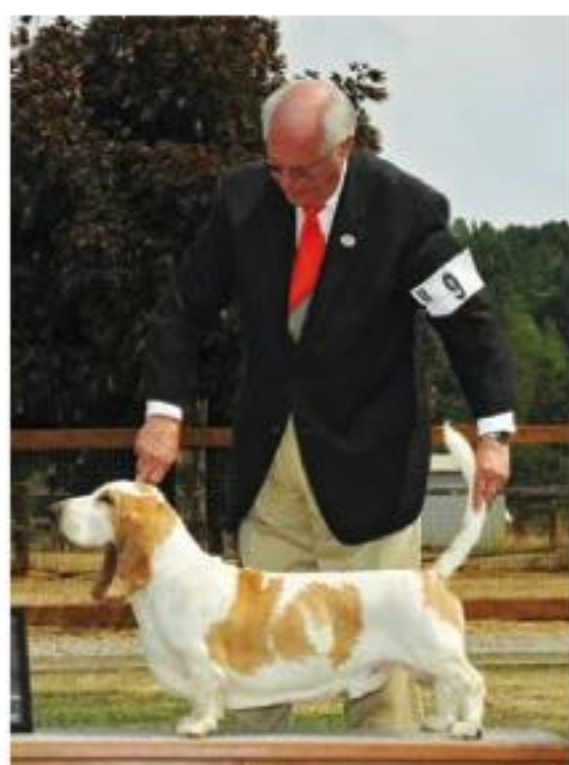
10. *How do you reconcile the fact that often the AKC Board of Directors must make decisions that may not please the Delegate body yet may be necessary to fulfill their fiduciary responsibility to AKC?*

Not every decision made by the Board is going to be embraced by the Delegates and/or the Fancy. The responsibility of the Board is defined under New York State law and carrying out those fiduciary duties will sometimes conflict with "popular" opinion. From my eight years serving on the Board I can state the Board

has more information to make informed decisions than is available to Delegates. There is an obligation for as much transparency as possible. As a past Board Member, I was always willing to share the rationale for a decision.

As a past AKC Director I do find Delegate's often do not approach Directors with questions regarding decisions. To provide more transparency it would be helpful to create a forum where interactions with Directors would be easy. One such idea is to hold, at every Delegate meeting, an exchange with the Chair and "rotating" Directors where questions can be asked and, in most cases, answered. On appropriate issues, during my service the Board did seek Delegate Committee input. It was the rare cases where the committee recommendation was not incorporated.

JAMES DOK



1. Please share your background in purebred dogs including breeding and events.

I've been an exhibitor since 1978, a breeder of Basset Hounds (Castlehill) since 1980 and have won multiple BIS, SBIS on Basset Hounds with National Ranking as #1 Basset Hound over 15 years and multiple BIS ranking in English Setters (GUYS n DOLLS.) I'm also a

Breeder of record, partnering with Kathy Forbes (SKY-LINE,) on their 13" Beagles, achieving National Recognition of our joint efforts in Beagles. Overall, more than 85 AKC Bench Champions, and numerous AKC Obedience titles on Basset Hounds we have bred, exhibited by two accomplished competent owner/exhibitors.

2. Please share your participation and leadership experience in dog organizations as well as your involvement as a Delegate (length of service, committee membership, etc.)

Extensive AKC Club Development from founding member of a breed specific licensed Specialty Club (Greater San Diego Basset Hound Club,) to being assigned to numerous All Breed Club Board of Directors, serving as Delegate to the American Kennel Club (Santa Clara, Gig Harbor,) to President, Recording Secretary, Parliamentarian and Auditor. I've had Parent Club affiliations within the Basset Hound Club of America, since 1980 and was recently nominated to life member in 2017. I served as President (1999-2000), Parliamentarian (1985-1996), BHCA Nationals Coordinator (2009), BHCA Nationals Show Chairman (1997), BHCA National Futurity Chairman (1995), Event Founder BHCA Bylaws Committee (1985-2013) and Chairman (2001-2006).

Parent Club Affiliations: Basset Hound Club of America since 1980, Beagle Club of America since 1997, English Setter Club of America since 1989 and Dachshund Club

of America since 1992. I have an AKC Judges' Associations Membership with the Dog Judges Association, the American Dog Judges Association and the Senior Conformation Dog Judges Association.

3. Please share any leadership experience in other non-dog activities that will prepare you for Board service. Also any significant highlights of your professional career and how they will complement your AKC Board service.

Professional business acumen focused upon my past 30 years, incorporated Warehousing and Transportation (The BEKINS Group) from 1968-1978 and Financial Services (The UNUM Group) from 1980-1997. I retired in 2005. Benchmarks with tenure at The BEKINS Group grew from early employment as a Teamster Driver, to be the youngest District Manager ever appointed (20 years age difference with my peers.) Final experience level focused upon being selected with two other management individuals, responsibility of Company/Teamsters labor contract negotiations. I had successful negotiations saving the Bekins Group more than \$7.4 M in labor cost.

4. What role should AKC play in the years ahead and do you believe AKC is on track to accomplish it? What is your motivation for wishing to serve on the AKC Board of Directors? What difference do you hope to make?

Personally, I know that the AKC is heading in the right direction, considering the correctness of our Business Platform decisions. These outside business investments (LLC's,) have an expected shelf life over the next 6-10 years, upon which the decision to retain (make market,) or divest of these assets at which time our ROI are determined to be beneficial to AKC.

The significance of these outside investments, have a common bond with our "core sport platform commitments." Two competent "Board of Managers" comprised of five existing Board Members preside over the development/evolution of each investment.

Four additional years elected to the Board of Directors on a final four-year term, will provide continued continuity toward two important initiatives I have been assigned. One being the JRC (Judges' Review Committee) is transformational as we speak today; the other is the AKC Explosive Detection Dog Task Force, which is just wrapping up our momentum on achieving this important domestic dog priority. I would very much project this initiative will come to fruition over the next four years; exciting for AKC along with the American Public.

5. Bringing and retaining new people into AKC sports is essential if our sports are to survive. How would you address this challenge?

Some might say this is "too simple!". I strongly believe that we need to not forget our juniors after they have matriculated out at age eighteen!

All efforts we can effectively develop to keep them engaged/or re-engaged is essential to our success on the core sport side of the ledger. Ancillary venues to engage

the American public to like AKC better is a must have engagement to me. Our social media initiatives play well, with defining the public awareness of just who AKC is, and more importantly why.

6. *How can we improve AKC's image among its core constituents and owners of AKC registered dogs?*

Our challenge is to adapt the social media initiatives at hand; develop a better awareness of who we are truly. If you believe that by going to dog shows bring new fanciers to us, you are just wrong. We do have new people try us out, but many leave us after just five shows. Why you might ask? First, they didn't even win a ribbon, reflecting nothing in return for their time, energy allocated and yes, expense. Can we do better? Of course, but it requires exceptionalism by all of us for the future."

7. *The conformation sport continues to decline. Do you have any thoughts on how to engage more people in breeding and showing purpose bred dogs?*

By improving our data entry capabilities, to reflect what occurs when someone new begins showing/exhibiting, will allow us to define why they disappeared after five shows and where they disappeared. This is serious! Did they go to Obedience, Agility or Nose Work? Maybe they left us all and went to Trick Dog! My point is clear, we need to know and ask why they left!

8. *How do you reconcile the fact that often the AKC Board of Directors must make decisions that may not please the Delegate body yet may be necessary to fulfill their fiduciary responsibility to AKC?*

Simple response—the Delegates select and elect those individual Delegates whom in their opinion, will best represent the AKC. Conduct themselves with the Business Affairs/initiatives with the highest level of responsibility. One should trust that the Directors are equipped with substantive business acumen to move the business of the Company without risk to the organization. I get this question expressed quite frequently. My common response is that the AKC Board of Directors is not a social club, but rather a supporting entity to what a \$200M Corporation deserves.

JAN RITCHIE GLADSTONE

1. *Please share your background in purebred dogs including breeding and events.*

My father was a hunter of ducks, geese, quail, grouse and pheasant so there were always dogs in my childhood. At the age of twelve, after pleading, I became the proud owner of my first AKC purebred dog: an English Setter. Unfortunately, he was not "birdy" but his unconditional love more than compensated for that shortcoming.

Following a hiatus necessitated by college, law school and the long hours required on the path to partnership,



I returned "to the dogs". Drawn by the intelligence and tenacity of terriers, I studied the breeds like I had prepared for the Bar Exam. With the help of my first mentor, Dawn Diemer, a West Highland White Terrier (Duncan) came into my life. I trained Duncan in obedience and he trained me in an inexorable number of handling classes in which he improved but I did not. Duncan was ultimately spezialied

and successfully used at stud. However, in campaigning Duncan at shows across the country, I found another Terrier breed that stole my heart: the Fox Terrier.

I have bred and exhibited Smooth Fox Terriers in conformation events for nearly twenty years. I have been fortunate to have owned the Number One Smooth Fox Terrier in 2000, AKC National Breed Winners, Westminster breed and BOS Winners, Specialty Winners, Group Winners and BIS Winners. I am the breeder of the Smooth which was the Number One Dog All Breeds in Puerto Rico for two years and the proud owner of the sire of the Number One Terrier in England in 2005.

I have also co-bred Wire Fox Terriers with Jo Hubbs of Evewire and co-bred Cardigan Welsh Corgis with my late husband Steve, under the Aragorn prefix. I have also owned and/or bred or exhibited a Leonberger, a German Shepherd, a Standard Schnauzer and a Toy Manchester Terrier.

My most recent litter of Smooths arrived October 15. Past has also become pretext: I now co-own another English Setter with her breeder, Rebecca Yuhasz Smith.

I judge several breeds in the Terrier Group and one in the Toy Group. I continue to compete in conformation events, working on a Grand Championship title for my homebred Cardigan and a hopeful new championship title for my Setter bitch.

While my prime focus has been conformation, finding my chosen breed was not obedience inclined (if they knew better), I believe as stated so eloquently by a friend: there is no wrong way to enjoy your dogs. I have actively supported rally and obedience training and trials at my Clubs, successfully encouraged RDF to offer Barn Hunt and explored with my Board, the financial feasibility of Fast CAT for the Fox Terrier Club of Maryland. I have also participated in Therapy Dog Outreach to Nursing Homes with Arlene Czech and Mary Jo Korpi of the Greater Naples Dog Club.

2. *Please share your participation and leadership experience in dog organizations as well as your involvement as a Delegate (length of service, committee membership, etc.)*

My participation and leadership experience in Dog Clubs includes active roles in my Parent Club, the American Fox Terrier Club; its affiliated Fox Terrier Club of

Maryland; and all of the All Breed Clubs to which I belong. I currently serve in my second term on the Board of the American Fox Terrier Club. I have Co-Chaired our Meet The Breeds Booth for several years.

Last year I initiated a Youth and Recruitment Initiative for the Club, which is adopting a regional approach, providing education, breed specific information and access to mentors for juniors, new members and potential new members.

I also serve as President of the Fox Terrier Club of Maryland, which offers Specialty shows, and Sweepstakes in conjunction with the Columbia Terrier and Hatboro Dog Club shows.

I serve on the Board of Governors and as Chief Ring Steward of the Bryn Mawr Kennel Club. I am the current Judges' Hospitality Chair and past Vendor Chair. I am also a Member of the Greater Naples Dog Club and a past Board Member, Secretary and Show Chair.

I am also a Member of the Morris & Essex Kennel Club and have judged at the Morris & Essex Match Show. I have represented the Richmond Dog Fanciers' Club as its Delegate for fifteen years since December 2002. I currently serve in my second term on the Delegate Bylaws Committee.

3. *Please share any leadership experience in other non-dog activities that will prepare you for Board service.*

My career in the law has provided me with useful leadership experience. I served on the Executive Committee of a law firm with revenues of 30 million dollars, 220 employees, 120 attorneys and offices in three states. Our committee synthesized and analyzed complex legal and financial information to arrive at well-reasoned business decisions.

I also served as Co-Chair of the firm's Marketing Committee, where I was responsible for marketing, client development and associate training in client relations. Additionally, as a past Co-Chair of a Philadelphia Bar Association Section and a Lecturer on behalf of the Bar Association, the Pennsylvania Bar Association and the National Business Institute, I am prepared for the commitment and hard work necessary to get things done on the AKC Board.

4. *Please share significant highlights of your professional career and how they will complement your AKC Board service.*

Upon reflection, I find that the "highlights" of my professional career have been coupled with some of my greatest challenges. The most prestigious of these "highlights" is my client's successful appeal to the United States Supreme Court. The US Supreme Court accepts only 100-150 of the more than 7,000 cases that it is asked to review each year. On behalf of my client, I drafted a Petition for Certiorari that was granted, drafted a supporting brief, coordinated with amicus curiae and appeared before the Justices, ultimately obtaining a decision favorable to my client. Another notable "highlight" is my receipt of a Martindale-Hubbel AV rating from my

peers, the highest possible rating in recognition of both excellent legal ability and exemplary ethics.

However, equally important to me are my less obvious "highlights", where I feel I have helped people.

In my roles as a partner or as counsel to organizations, working with others toward a common goal, assisting in setting the compass and direction of organizations, facilitating communication and planning for the future, I feel my contribution is as valuable as any big "win".

5. *What role should AKC play in the years ahead and do you believe AKC is on track to accomplish it?*

The AKC must play many roles in the years ahead, yet not lose sight of its identity, Charter, Constitution and Mission. First, the AKC must remember that it is a club of Clubs: Parent Clubs, Local Specialty Clubs, All Breed Clubs, Obedience Clubs and Agility Clubs. These clubs are comprised of hardworking members, breeders and exhibitors who love purebred dogs. The best interests of Clubs must consequently be considered in all decision-making. A crisis for one club may quickly become one for all. Caring for our clubs should be one of AKC's top priorities in the years ahead. Resources available through Club Relations and the new Club Development Program are but a start. Financial assistance or incentives for show giving clubs could go a long way toward buoying those in danger of going under. Given the AKC's present financial soundness, perhaps the time has come to give back the controversial "event fee" to the clubs.

The AKC can give back to clubs in other ways too such as encouraging club involvement for participation in events, so those who benefit from the existence of clubs may join them.

Concurrent with additional Club support must come improved Communication. The AKC must listen to what our clubs are saying. Only with vital input and insight from our Clubs regarding their unique challenges can true solutions be found. The AKC must also share its strategic plan on where we are going as an organization with the Clubs that it seeks to influence. Only if we share the same GPS can we attempt to travel in the same direction.

Second, consistent with Section 2 of its Charter and Article III of its Constitution, the AKC should not only support but "advance" the study, breeding, exhibiting, running and maintenance of purebred dogs. Similarly, the AKC's Mission statement calls for actual "advocacy" for the purebred dog. These dictates demand positive action moving forward, not satisfaction with the status quo. The AKC must strengthen and coordinate efforts with Communications and Government Relations to affirmatively promote purpose bred dogs from preservation breeders.

Additionally, we must publicize the many activities and events that AKC dog owners can enjoy. Beyond merely advertising the letters AKC, our organization must connect and engage the public with the benefits of the human/canine bond provided by an AKC registered dog. Our dogs and our breeders give us a better story to tell,

but we need to allocate additional resources to telling this story, now. We must support proactive positive legislation to protect dog owners' rights and combat the current social and political climate that seeks to disparage purebred dogs and their breeders. Choosing an AKC purebred dog should never be equated with "shopping". We need to take back the conversation in order to safeguard purebred dog ownership for future generations.

Finally, consistent with its Mission, the AKC must be dedicated to upholding the integrity of the registry. The AKC should consider safeguards to maintain the reliability of the registry with new inexpensive DNA initiatives and incentives. We can only extoll the virtues of purebred dogs and promote their predictability in type, health and temperament if lineage is certain.

6. What is your motivation for wishing to serve on the AKC Board of Directors? What difference do you hope to make?

My passion for purebred dogs motivates me to serve on the AKC Board of Directors. I have been blessed in the sport of dogs and I wish to give back to the dog world that has given so much to me.

7. Bringing and retaining new people into AKC sports is essential if our sports are to survive. How would you address this challenge?

In order to recruit and retain new people in AKC sports, it will take a concerted effort by the AKC, Clubs, Breeders and Exhibitors. The AKC can help by defeating the current social and political challenges to purebred dog ownership. If those new to the sport are not constantly attacked for their choices, they will be more likely to "come, sit and stay."

AKC can also help by supporting its clubs generally as indicated above and specifically, here with an opt-in option for new AKC registrants for direct Club contact. With direct contact, Clubs can target those newbies currently unaware of their local All Breed, Specialty or Training Club and start relationship building before a show or trial.

Parent Clubs can target new owners and provide them with associate memberships, educational materials and opportunities for networking. Individual breeders and exhibitors can play critical parts in mentoring and support.

8. How can we improve AKC's image among its core constituents and owners of AKC registered dogs?

To improve AKC's "image" among its core constituents and owners of purebred dogs, we must confirm what that image currently is. We must also determine if in fact, these two diverse groups share the same perception.

However, for the purpose of this question, speaking as one of AKC's core constituents, I believe many feel the AKC is a growing distance from its roots. Efforts to generate revenue through the Link AKC Smart Collar and Boarding and Grooming Facilities in New York are not fully accepted as being within the AKC's ambit.

These forays are far removed from the realities facing AKC Clubs. Core constituents in All Breed Clubs confront financial constraints, the graying of their membership and alternative entertainment choices affecting gate, publicity, entries, club membership and financial viability. Parent Clubs face diminishing litters, low entries, aging breeders and shrinking memberships. The result is a lack of connection with Clubs and the AKC.

Again, for the purpose of this question, speaking as a breeder who interacts with purebred dog owners not involved in the fancy, I believe few owners have specific knowledge of what the AKC is. In order to improve the AKC's image among both core constituents and purebred dog owners, focus on improved communication is key. Beyond this, returning to the AKC's mission as outlined more fully in the response to Question 5 will most quickly restore and improve AKC's image on all fronts.

9. The conformation sport continues to decline. Do you have any thoughts on how to engage more people in breeding and showing purpose bred dogs?

To engage more people in breeding and showing purpose-bred dogs, I believe that we should first focus on our current breeders and exhibitors and our clubs. If we can reconnect these groups with the AKC they will be our most effective ambassadors in reaching out to engage more people in breeding and showing purpose bred dogs.

The AKC's advocacy of its mission will also encourage more breeders and exhibitors. George Washington said: "Perseverance and spirit have done wonders in all ages".

While it may be impossible to recapture the sheer numbers of registrations of the past, with sufficient perseverance and spirit the AKC may be proud to be synonymous with excellence: Healthy purpose bred dogs, dedicated preservation breeders and committed clubs offering a wide range of events to eager participants.

10. How do you reconcile the fact that often the AKC Board of Directors must make decisions that may not please the Delegate body yet may be necessary to fulfill their fiduciary responsibility to AKC?

Fiduciary duty requires Board Members to remain objective, unselfish, responsible, honest, trustworthy and efficient. As stewards, Board Members must always act for the good of the organization, rather than for the benefit of themselves or any individual Club. While some of the Board's decisions may displease the delegate body, if these decisions are made in good faith in the best interests of the AKC, there is no recourse. If the Delegate Body would prefer a different result in the future, there is always the remedy of the ballot box.

CHRISTOPHER SWEETWOOD

1. Please share your background in purebred dogs including breeding and events.



I have been involved with purebred dogs since the age of eight with my father, who bred German Shorthair Pointers. After completing a military/law enforcement career, I discovered the Spinone Italiano in the 1990s and as an avid hunter I fell in love with the breed. I am a AKC pointing breed

hunting test judge, CGC Evaluator, Canine Ambassador and I participate in AKC Conformation (CH), Obedience (CDX), Rally (RAE), Trick dog (TKA), Hunting Tests, Pointing (MH) and Retriever (JHR) and Field Trials. I own Ch. Drago Castellano of Trollbo MH CD RE THDD JHR TKA CGCA (TDIGOLD, TWT), the 2013 AKC ACE award winner for therapy with my significant other. I was a speaker at the 2016 and 2017 AKC GR conferences and the New England conference and have stewarded at the AKC National Championship since 2009. I was the obedience/Rally chair for my club for six years. I was recently named as an Ambassador for AKC Reunite to promote the adopt a K-9 cop program.

2. Please share your participation and leadership experience in dog organizations as well as your involvement as a Delegate (length of service, committee membership, etc.)

I became a delegate for Trap Falls KC in September 2008. I serve on the Delegate Field Trial/Hunting Test advisory committee as the vice chair, am a member of the Detection Dog Conference Team and was on the Achiever dog committee. I received the AKC 2013 Bailey Award for my work on the Adopt a K-9 Cop Program for best promotion of the AKC Community and the 2016 AKC Visionary Award for my community involvement programs. I am a former board member and newsletter editor of the Spinone Parent club and Treasurer for the Southern New England Pointing Dog Club.

I serve as the delegate for Trap Falls KC in the Past President board position and as the newsletter editor. I am also a member of the Obedience Dog Training club of Waterbury. I founded the adopt a K-9 Cop program that, in conjunction with AKC Reunite helps local police departments fund the purchase of police dogs which includes placing the AKC Reunite logo on the police patrol vehicle. To date we have been able to facilitate the purchase of dogs for Newtown, Orange, Monroe, Westport, Fairfield 2., Wilton and Stratford, Connecticut police departments.

3. Please share any leadership experience in other non-dog activities that will prepare you for Board service.

I grew up influenced by the Boy Scouts of America, and still am a member as the Chartered Organization Representative for Pack and Troop 196. I am an Eagle Scout and served as a Scoutmaster for 25 years. I serve on the Board of Directors for my local American Legion and VFW Posts and am a member of The Criminal Investigation Division

“I LOVE DOGS AND HOW THEY CONTRIBUTE TO THE BETTERMENT OF THE HUMAN CONDITION.”

-CHRISTOPHER SWEETWOOD

Agents Association. After a military/law enforcement career I worked as a regional supervisor for ICPI (now called the National Insurance Crime Bureau) supervising Special Agents for all of New England and the Southern states before entering into a career as an insurance claims manager, retiring in 2000.

4. Please share significant highlights of your professional career and how they will complement your AKC Board service.

In 2003 I volunteered to help train a unit of National Guard Military Police and we were deployed to Iraq, eventually serving in the Baghdad area until April of 2004. This type of work prepares you to work under pressure and build teamwork. I love dogs and how they contribute to the betterment of the human condition. If elected to the board I would be someone who understands and has been actively involved in almost every area of conformation and performance events to include promoting AKC, AKC Reunite, contributions to the CHF and the AKC PAC.

5. What role should AKC play in the years ahead and do you believe AKC is on track to accomplish it?

We are headed in the right direction. A lot of strategic changes have been made in the last few years and it seems we have come to realize that “people love to do things with their dogs”. All dogs. If we wish to survive as a viable dog organization we had to expand our interest to really become the “Champions of all dogs” by embracing the pet owner and embracing the fancy. The reality is that we are neither large enough nor rich enough to single handily accomplish this mission. We need to support the fancy and our member and licensed clubs to help us accomplish this mission. It is key to remove as

much “red tape” from our events to simplify and reduce administration time and costs.

6. What is your motivation for wishing to serve on the AKC Board of Directors? What difference do you hope to make?

We need someone who has and does participate in the many aspects of what we do. I really love dogs and the AKC. We are the best thing out there and I think it's time to tell the world and I think I can help do that. I bring to the board a fresh perspective on performance events and motivation. It's time to take a fresh look at what we are doing and I believe I can and will make a difference simply by getting everyone to think about what we can accomplish. I would like to work with the board and staff to provide as many tools as possible and remove as many roadblocks as possible to enable our clubs to increase membership and succeed. We have to start promoting the “Grass Roots” nature of our clubs that can and I think want to promote an organization that they are proud of. We do a lot. We need to get the message out. We cannot afford TV ads and we have made a great start in the digital media area, but we need to get them talking and doing real “Public Education”.

7. Bringing and retaining new people into AKC sports is essential if our sports are to survive. How would you address this challenge?

I have been involved with a local Pointing Dog Cub since before it became an AKC club and our core is under the age of 50 with a large number of the younger generation and youth. Make it fun and they will come. Youth have a lot of activities to compete for their time. We made the club valuable to them by teaching them how to train their dogs to hunt and then taking them out to do so. Get kids a pure bred dog, get it registered and show them how fun it can be and they will come.

8. How can we improve AKC's image among its core constituents and owners of AKC registered dogs?

Tell them what we do. Why we do it and keep them involved. Get the message out that we are here to help you succeed. We do a lot—we have to sing it loud and long.

9. The conformation sport continues to decline. Do you have any thoughts on how to engage more people in breeding and showing purpose bred dogs?

We have to do whatever it takes to help our breeders. Statistics show that when more litters/dogs are registered, we have more entries. It's simple math, more AKC Registered purebred dogs, more exhibitors.

10. How do you reconcile the fact that often the AKC Board of Directors must make decisions that may not please the Delegate body yet may be necessary to fulfill their fiduciary responsibility to AKC?

The delegate body is congress and the board is the executive branch. Staff is employed by all of us and directed by the board. Elect board members that listen to the delegates and the committees and are not afraid to make the

tough decisions and understand that you cannot make everyone happy all the time, but you have to do what is right for the fancy and the organization.

HAROLD “RED” TATRO III



1. Please share your background in purebred dogs including breeding and events.

My involvement with animals began in 4-H as a child living in northern Vermont. As an adult living in Texas, I first purchased a Doberman Pincher and started out in Obedience in 1982. I then acquired a Lakeland Terrier and entered the conformation world.

I have bred and owned several champions, Group winners and Best in Show winners. In 1988 I married my wife, Denise, who had Whippets. We have continued to breed Whippets under the Redglen kennel name ever since, having the good fortune to produce many quality dogs—champions, Group winners, Best in Specialty winners and foreign champions. I am still an active breeder and actively compete in the following AKC events with our dogs: Conformation, Obedience, Rally, Lure Coursing and FAST CAT. We also train and compete in Whippet straight track sprint racing with a non-AKC organization whose purpose is to promote purebred Whippet racing with dogs that conform to the AKC breed standard and disqualifications. Their motto is “We race what we show and show what we race.”

I have been an AKC conformation judge since 2003, approved for the Terrier Group, 25 Hound breeds, Miscellaneous Group, Best in Show and Jr. Showmanship. I have had the pleasure of judging the national specialties of both my breeds, Whippets and Lakeland Terriers, as well as several specialties in the US, Sweden and Australia. I have recently interviewed for the five remaining Hound breeds needed to complete that group.

2. Please share your participation and leadership experience in dog organizations as well as your involvement as a Delegate (length of service, committee membership, etc.)

American Whippet Club: 1989 to present, currently serving as President for last five years, served on national show committee in various positions since 1989, notably as the national show treasurer from 2012 to 2017, serve on the Education committee pertaining to the breed standard evaluation and judges education programs, am a Parent Club Mentor and approved seminar presenter for the US Lakeland Terrier Club: 1982 to present, served on the Board of Directors for many years since 1989—Past President, Treasurer, Secretary and Director, currently

serve as the Judges Ed Coordinator for last 15 years and am a Chair of the Education committee and Parent Club mentor for the Fort Worth Kennel Club: 1989 to present, Delegate since 2014. I serve on the Audit Committee, Show committee and Agility Trial committee for the Lone Star Whippet Club: 1997-present, am a Founding Past President and serve on the specialty show committee. In the past I have been a member of a couple of other all-breed clubs in Texas and was instrumental in helping to form and obtain licensed status for the Stephenville KC of Texas. While living for a few years in my home of Vermont in the 90s, I was a member of the Green Mountain Dog Club. I have been the delegate for the Fort Worth KC since 2014 and was recently elected to the delegate By Laws Committee.

3. Please share any leadership experience in other non-dog activities that will prepare you for Board service.

I have served on the financial oversight committee for the Fort Worth Safe Cities Commission. This group oversaw several programs for the Fort Worth Police department—Crime Stoppers Tip, Anti-Gang Violence Conference, downtown Police bike patrol support, Police K-9 unit support and Police horse patrol support. Members of the commission included several prominent business owners, assistant chiefs of police, municipal judges and city council representatives. Over the years I have served on the boards of some university student organizations—as a CPA typically asked to be a treasurer or audit committee member.

4. Please share significant highlights of your professional career and how they will complement your AKC Board service.

In my working profession I am a licensed CPA in the state of Texas. I started out working in public accounting for one of the country's largest firms doing tax compliance and litigation support services for the high-wealth individual and entrepreneurial group. I moved into private industry after a few years and worked as a controller/CFO for a commercial real estate developer and construction management company in Fort Worth. I currently work as the Chief Financial Officer for an architecture and engineering firm in Arlington, Texas that serves the retail sector with some large and well-known clients.

I have a Bachelor of Business Administration in Accounting—Magna Cum Laude and Master of Science degrees from the University of Texas, Arlington.

I believe this background gives me strong business acumen for the analysis and evaluation of real world business situations. As a CFO I am accustomed to having to make recommendations and come up with plans of action to further the company's strategic goals.

5. What role should AKC play in the years ahead and do you believe AKC is on track to accomplish it?

I think the AKC should be at the forefront for all purebred dog issues. I see the AKC as the leader and primary source of information for anything DOG! The AKC should be looked upon as the standard of excellence that people think of when considering all aspects of the dog world.

We should be a leader that is not afraid to confront those that would attack our sport.

I do think the AKC is "generally" heading in the right direction regarding business issues because the Board does seem to be thinking "outside the box" at least in ways to generate the needed revenues for the organization to continue. They all obviously care a great deal about dogs and the survival of the AKC.

That being said it is difficult at times, for even we delegates, to come to terms with some of their actions since the dialogue between us is so limited or nonexistent. I do understand the need for confidentiality when establishing and operating a new business but feel there should be some way to better convey information to the delegate body so that we can keep our club members informed. There would be far less incorrect or unfounded assumptions if that were done.

With the ever changing demands, challenges on varying fronts and concerns of the world of dogs, it is paramount that the Board be proactive to address these issues yet they still need to maintain an understanding of our core mission and purpose when coming up with those solutions.

6. What is your motivation for wishing to serve on the AKC Board of Directors? What difference do you hope to make?

I believe my motivation is the same as most of the other candidates—to add my expertise and knowledge to the discussions and decisions of the other 12 directors.

I don't have a grandiose plan to single-handedly change the AKC, but feel I have a background of vast and varied purebred dog experiences plus the business knowledge to be a contributing member of the Board. As a CFO I am accustomed to researching, learning and evaluating various scenarios. This practical analysis is the basis for making proposals and implementing the decisions that need to be made. I am someone who likes to listen to the facts and circumstances being presented and then offer my opinion. I will definitely not be one to sit on the sidelines and simply agree with those in charge but will be someone who has his own opinion and is not afraid to express it once formulated. Being someone who is still active "in the trenches" almost every weekend, I will bring a point of view that reflects the people that are out there every weekend—the owners, exhibitors, professional handlers, club members, stewards, judges and especially that all of this is about the dogs!

7. Bringing and retaining new people into AKC sports is essential if our sports are to survive. How would you address this challenge?

I truly believe we need to be more proactive with the youth who are interested in dogs. I think we should expand our interaction and support of the 4-H program as a way to attract more of the youth to come over and try AKC events. I can say from personal experience that it seems like a big and difficult step. Lucky for me that what I found was not what I had envisioned. It was far more exciting. But most importantly, I also had the good

fortune to have an adult leader who was good teacher and mentor. Hopefully the newly added Pee Wee competition will expand and become a regular special attraction at our all-breed shows. These serve as a means for making the show world more family friendly as both the kids and the parents have a great time. I believe we should involve more of the experienced youth in the decisions being made about the sport of dogs. They are the future and if we can get them to feel like they are truly part of the process—they may stick around after aging out of Jr. Showmanship or going to college. Another group that we should market to are the empty nesters. They have the time and often the need to find some activity to replace their former busy schedules as parents. Being active in the sport of dogs is a perfect way to get out of the house, travel around your area, meet new people and stay active. Not to mention the bond and affection you develop with your dog. Another idea I have is a grass roots drive to get more of the people who currently come to shows or events involved. We all have dog friends that are not members of local clubs or the parent clubs. We need to make a concerted effort to try and recruit them into joining the clubs and helping to put on the events they like to attend. This also extends to the young professional handlers of today. Most do not belong to a club because of the potential for lost revenue. We need to talk to them and show that the benefits of giving up a weekend to support the local club and show can far outweigh the fees earned on a weekend of showing dogs.

8. *How can we improve AKC's image among its core constituents and owners of AKC registered dogs?*

I think an increased transparency and involvement in decisions by more of the core would go a long way in improving the image of the AKC. Currently everyone believes all decisions are merely based on making more money and nothing else. We need to show our constituents that there are other reasons for the decisions and changes being made. One of the hardest areas for us to address is the increased negativity at dog shows and on social media. I'm not certain what would work best to help reduce this issue. I would think that if the AKC, the Board and the Delegate body could be more transparent about their decisions and actions it would help. I would

also suggest that the participants be involved more in the process. It might be polls, surveys or asking some to serve on committees tasked with solving some problem—social media being one example—would be a way to try. If the people who are considered the “base” feel they are invested in the process, they would accept and promote the decisions in a more positive light.

9. *The conformation sport continues to decline. Do you have any thoughts on how to engage more people in breeding and showing purpose bred dogs?*

With the ever-increasing marketing and Internet presence of the AKC we need to truly get the message out that buying a purebred dog is okay! We can still support those that desire to adopt a dog from a shelter or rescue organization but we must tell the world that buying from a preservation breeder is great too! Mass media and the AR groups have capitalized on creating a stigma around breeding purebred dogs—we need to get more information out to the people outside our base that there are great benefits to owning a purebred dog. Internally, we need to be more supportive of those who are actively breeding and supplying the world with our purpose bred purebred dogs.

How to increase the number of people showing in conformation (or other events) is the million-dollar question! A fellow delegate made the observation recently that quite often the first sign a young family might see upon arriving at a show is “No Baby Strollers.” So like a previous statement—we might consider giving more of the why this is important for the safety of the child and not just required. Targeting the demographic of our society that has the time and money to participate (empty nesters) is also something that should be considered.

And something that is important to our survival and success is finding a way to showcase the positive aspects of the sport of dogs and to reduce the amount of negativity of those who are attending. Otherwise, while we may add a few new exhibitors we will continue to lose existing ones and the net may be a loss and not a gain.

10. *How do you reconcile the fact that often the AKC Board of Directors must make decisions that may not please the Delegate body yet may be necessary to fulfill their fiduciary responsibility to AKC?*

Having served on several boards I clearly understand the confidentiality that must exist in order for the board to function effectively. These should pertain to the business side of the decisions, which the board is empowered by the By Laws to make. That said I do think the Board should work on their tactics for announcing and rolling out new business ventures and ideas. There are ways of being more transparent in order to provide the background or reasoning for some decisions without violating the needed confidentiality or proprietary nature of the decisions. On the other hand, when the decisions address the “sport” side of things there should be a lot more transparency than currently exists.

“BEING ACTIVE IN THE SPORT OF DOGS IS A PERFECT WAY TO GET OUT OF THE HOUSE, TRAVEL AROUND YOUR AREA, MEET NEW PEOPLE AND STAY ACTIVE.”

-HAROLD “RED” TATRO III

ANN WALLIN

1) Please share your background in pure-bred dogs including breeding, and events.

I became a member of The Atlanta Kennel Club in 1989 shortly after I purchased my first Rottweiler. I am proud to be a Life Member. I have personally shown in conformation and obedience. I have bred Rottweilers and Boxers.

2) Please share your participation and leadership experience in dog organizations as well as your involvement as a Delegate (length of service, committee membership, etc.)

I have been an active member of The Atlanta Kennel Club for 28 consecutive years.

- I have served as Corresponding Secretary, President, Assistant Show Chairman
- I have served on the Board of Directors for over 25 years and currently serve in that position.
- I have served as Delegate for 17 years and currently serve in that position.
- Serve as chair and member of the Audit and Finance Committee
- Current Board member of the Atlanta Kennel Club Foundation
- Oversee and manage the Insurance for the Club liability as well as the DNO insurance.
- I was instrumental in forming the Peach Blossom Cluster in 1990 and have served on the Cluster committee since inception to date.
- I have served on the Fall Cluster Committee for 25 years
- I remain active in all aspects of putting on our All-Breed Shows and Obedience Trials.
- I have served on The All-Breed Clubs Committee for 14 years as the Chair for 13 years and served on the Coordinating Committee for 13 years.
- Original member of the task force for the AKC/AKC Re-unite Disaster Trailer Committee
- Elected to fill the vacant seat on the Board of Directors of the AKC in July 2017.
- Past chair of Pets Are Loving Support, an Atlanta based nonprofit whose mission is to provide assistance with pet food, veterinary care, grooming and pet care for those individuals living with a terminal illness, so as to enable them to keep their beloved pets when they need them the most.

3) Please share any leadership experience in other non-dog activities that will prepare you for Board service. Served on the Vestry of Holy Innocents Church which is the second largest parish in the Diocese. The Vestry is an elected position that serves as the legal representative of the church to select the rector, and to manage the resources and finances of the church.

4) Please share significant highlights of your professional career and how they will complement your AKC Board service.



Professional experience:

Graduated from The University of Florida with a Bachelor of Science degree.

- Head nurse for a medical /surgical unit overseeing 24 employees and the care of patients in a 28 bed unit. Opened the open heart unit in in the same facility. Then promoted to the staff in the In Service Education Department. My responsibilities were to conduct the orientation of newly hired nursing staff and to teach educational courses providing on going education for the nursing staff.
- Pharmaceutical sales rep managing my own territory of 240 accounts including doctors, hospitals and pharmacies. Here I developed strong marketing and sales skills, and critical general business skills needed to run a successful territory.
- Successful real estate career for 15 years. As an independent contractor I mastered the skills needed to run on own company within a company. I learned how to deal with all types of personalities in stressful and complicated situations, developed good negotiation skills and have become an expert in contract preparation. I have consistently met outstanding production levels in my company. I hold the designations of Luxury Home Specialist, Accredited Relocation Specialist, Senior Marketing Consultant, and Phoenix Award winner from the Atlanta Association of Realtors, having achieved multi-million dollar sales volume for over 10 years.
- I will bring with me strong business skills, strong personal skills and significant experienced in our sport and in the Delegate body that will enable me to be a valuable member of the Board of The American Kennel Club.

5) What role should AKC play in the years ahead and do you believe AKC is on track to accomplish it?

The American Kennel Club must be true to our mission statement and continue to support our clubs and breeders in every way possible to be viable and successful. We also must continue to focus on initiatives that will keep us relevant in today's world.

I have 3 key words that I believe define what AKC must continue to do in order to ensure our continued success:

ENGAGE-EXPERIENCE-EDUCATE

All of our marketing efforts and our website need to:

ENGAGE more dog owners to hear our message and look to us as the expert on all things dogs.

Then **EXPERIENCE** the wonderful world AKC has to offer. We now offer so many ways for dog owners to have a great time with their dogs.

Then we can **EDUCATE** our broader audience on why they need to choose a pure bred dog, how to be a responsible dog owner, how to choose the right dog for their family, how to get more involved in our sport, just to name a few.

In particular we must focus on initiatives to make the pure bred dog the first choice the public seeks when selecting a dog to bring home.

ANN WALLIN *continued*

- Be the strongest and most influential voice for responsible dog ownership.
- Effectively combat anti dog legislation.

I feel we are definitely moving in the right direction but I believe AKC is at a critical juncture and needs to focus on initiatives to carry us forward even further to achieve these goals. We cannot forget our history but we now live in a completely different age and must embrace new initiatives needed to ensure our continued success.

6) What is your motivation for wishing to serve on the AKC Board of Directors? What difference do you hope to make?

My only motivation as a board member is to make the best decisions to protect the interests of our sport and The American Kennel Club, and to always hold true to our mission statement. I have no personal or political agenda. I have a proven track record as a valuable board member. I am able to hold a divergent opinion while accepting that others might have differing opinions, goals or ideas. I am able to focus on the details while keeping the larger goal in mind. I believe I am a good facilitator in a board setting and can offer a positive approach to solving problems. I have a "get it done" attitude and am not afraid to ask the hard questions in order to achieve the best decisions possible for The American Kennel Club.

7) Bringing and retaining new people into AKC sports is essential if our sports are to survive. How would you address this challenge?

As the past chair of the All-Breed Clubs Committee I brought the idea to the committee for formulating best practices that could help clubs to remain strong and viable. A great subcommittee was formed with Cathy Rubens as chair, Nancy Fisk, Margaret DiCorleto, John Roland and Mike Houchard, who took our beloved Peggy Wampold's place, and me. Because of their dedication and hard work there are now suggested best practices on the All-Breed Clubs Resource site on Membership, Events and Finance. Clubs should find this information very helpful in dealing with membership issues. Most important new members need to feel welcome and need mentoring in order to keep them engaged. Clubs need a good website to reach potential new members and have an active social media presence. Also offering dog training classes is a great way to attract new dog owners.

People want to have FUN with their dogs. AKC needs to continue to add these new fun events that are attracting more and more participants in our sport. As a Board member I will support initiatives that help our clubs learn how they can incorporate these new special attractions or events into their club activities so as to engage new potential members and increase their revenue as well.

I support the Club Development initiative headed up by Glen Lycan and Guy Fisher that are actively reaching out to clubs to help them find solutions to current problems.

8) How can we improve AKC's image among its core constituents and owners of AKC registered dogs?

I believe Communication is the key. We must listen to the needs of our core constituency and be responsive to their concerns. I believe the Delegate body has made many important contributions and we must all continue to offer our ideas and

proposals so we can all work together to accomplish our goals and continued growth. AKC needs to always strive to provide communication that allows as much transparency as possible and in a timely manner. Communicating why certain decisions are made is very important. The more information that flows between all parties allows for everyone to feel like they are part of the process. We are all the AKC and we must work together to promote and protect the best interest of pure bred dogs and our sport.

9) The conformation sport continues to decline. Do you have any thoughts on how to engage more people in breeding and showing purpose bred dogs? I do believe that mentoring is a key element in engaging more people to breed and show their dogs. The average exhibitor participates in 6 shows and then is gone. Many do not see conformation as a fun welcoming experience. The National Owner Handler Series has been very successful in keeping owner handlers in the sport longer. The goal of the new Achiever Dog and Puppy of Achievement will hopefully keep exhibitors engaged even though they might be winning the blue ribbon each time. I feel we need to pay more attention to the new exhibitor. All Breed Clubs need to consider a special class for new exhibitors as a special attraction to help educate them and introduce them to the sport. Parent Clubs need to be sure the new puppy owners have a strong mentor guiding them thru this new and sometimes daunting process. Breeding should have a positive connotation. There are breeds that are on the verge of becoming extinct.

10) How do you reconcile the fact that often the AKC Board of Directors must make decisions that may not please the Delegate body yet may be necessary to fulfill their fiduciary responsibility to AKC? The Board of Directors of the AKC has their general duties specifically outlined in the Charter and By Laws of the American Kennel Club. As with all corporations and governing boards there is privileged information available to the Board that is not available to the general body. Boards must make timely decisions to fulfill their obligations to the corporation in order to make the best decisions for the management of the affairs of the AKC. Transparency is important to ensure continuing communication to all constituents and provide the rationale when needed for decisions that are made by the Board. There will be times that Directors may not make decisions that all constituents will be in agreement with but those decisions still need to be made by the Directors chosen to fulfill their duties. Communication and transfer of information is the key to a successful relationship between the governing board and the general body. ■

WE ARE BLESSED TO HAVE THESE SPECIAL INDIVIDUALS as members of our AKC Delegate body. Thanks to each candidate for their years of devotion to the American Kennel Club.

Always remember the reasons we celebrate this holy time of year.

From all of us at *ShowSight*, MERRY CHRISTMAS and HAPPY HANUKKAH!