

# **THE INTERNATIONAL CAT ASSOCIATION, INC.**

2018 Winter Board Meeting  
Flamingo Hotel  
Las Vegas, Nevada  
January 19-21, 2018

## **January 19, 2018, Friday, 8:00AM**

The meeting was called to order at 8:13AM on Friday, January 19, 2018 at the Flamingo Hotel in Las Vegas, Nevada. The following Board members were present:

Vickie Fisher, President

Bobbie Tullo, Vice President\*

Ellen Crockett, Northwest

Laurie Patton, Southeast

Gloria Mahan, Mid Pacific

Luiz Paulo Faccioli, South America\*

Alex Chisholm, Southwest

Ralph Stadter, Europe North

Liz Hansen, Great Lakes

Kurt Vlach, Europe South\*

Vikki Jo Harrison, South Central

Steven Meserve, Western Europe

Donna Madison, Northeast

Lisa Dickie, International

Anthony Hutcherson, Mid Atlantic

\*In attendance by phone

Shunichi Kuroda, (Regional Director, Asia), was unable to attend. Also present were Susan Adler (Legal Advisor), Marylou Anderson (Judging Administrator), Leslie Bowers (Business Manager), Frances Cardona (Assistant Business Manager), and Roeann Fulkerson (Marketing Director).

The President and Legal Advisor elaborated on various points regarding the Board Governance document (fiduciary duty, confidentiality of Executive Session discussions, board decisions being made in the best interest of the association, board majority decisions being supported and discussed/commented on objectively.)

Genetics Committee:

Past President, Fate Mays had appointed the following additional members to the Genetics Committee: Aline Noel, Vikki Moran and Dragana Petkovic.

1. Unanimous consent by Crockett to accept the Consent Agenda. (See Addendum, page 11.)

Without objection.

2. Unanimous consent by Stadter to add Vickie Fisher as signatory to the General and Payroll bank accounts and to remove Fate Mays from the accounts.

Without objection.

3. Unanimous consent by Crockett to go into Executive Session.

Without objection.

4. Motion was made by Patton and seconded by Chisholm that the following judges, nominated by the Judging Administrator, be given the title of Judge Emeritus: Nancy Nolen, Kinue Kawahashi, Ann Hoehn, Cheryl Hogan and Lynn Judge.

Motion carried unanimously.

5. Motion was made by Vlach and seconded by Stadter to approve Michael Zaruba (ES) as: LH/SH Trainee.

Motion carried unanimously.

6. Motion was made by Faccioli and seconded by Tullo to advance Johary Gomez (SA) to Probationary Speciality Judge.

Motion carried unanimously.

7. Motion was made by Harrison and seconded by Hansen to advance Toni Meisberger (SC) to Provisional Allbreed Judge.

Motion carried unanimously.

8. Motion was made by Mahan and seconded by Chisholm to advance Debbie Prince (MP) to Provisional Allbreed Judge.

Motion carried unanimously.

9. Motion was made by Hansen and seconded by Harrison to advance Kim Chenault (GL) to Approved Allbreed Judge.

Motion carried with Crockett opposed.

10. Motion was made by Vlach and seconded by Meserve to approve the transfer of Olga Dentico as a Probationary Specialty Judge.

Motion carried unanimously.

11. Motion was made by Chisholm and seconded by Patton to advance Donna Madison to Ring/School Instructor.

Motion carried unanimously.

12. Motion was made by Vlach and seconded by Stadter to approve Ryk Sadie as: LH/SH Trainee (IN) remote region.

Motion carried unanimously.

13. Unanimous consent by Crockett to relicense all judges who have already met the licensing requirements as of May 1<sup>st</sup>, 2018.

Without objection.

14. Unanimous consent by Crockett to relicense Bill Lee, Susan Lee, Paul Lahey, Walberga Petz, and Yumiko Katoh once they have met the remaining requirements.

Without objection.

15. Unanimous consent by Crockett to deny the "Motion to Dismiss" in the complaint on Amanda Bright.

Without objection.

16. Motion was made by Chisholm and seconded by Mahan to return Amanda Bright to Provisional Allbeed status. Additionally, the following restrictions were made regarding her activities within TICA: Amanda Bright may not conduct any training or educational activities for other TICA judges. She is also required to write a formal letter of apology to the judges and a personal letter of apology to Marion Schiff.

Motion carried with Patton and Vlach opposed.

Vlach stated that although she had the chance to be present (in person or electronically at the meeting), he did not feel that it was okay to make decisions without hearing both parties and that her rights to train should have been taken away pending a hearing in person.

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Kay Hanvey and her attorney Joe Lynch called in from his office in Olympia, WA, to be present at the hearing. Crockett reported that she had been to Kay Hanvey's house and cattery, and that the cats were taken care of very well.

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17. Motion was made by Hutcherson and seconded by Patton that Kay Hanvey be enjoined from distributing any educational information nor heading any breed seminars as a TICA judge and that a non-biased licensed veterinarian be scheduled, at her expense, to monitor the conditions at her house every 6 months for 2 years. The reports should be sent to Susan Adler, TICA Legal Advisor.

Motion carried unanimously.

LUNCH BREAK - 12:18-1:18PM

18. Motion was made by Patton and seconded by Hutcherson to vacate the suspension and fine on the Spielberg v Fisher complaint based on evidence provided.

Motion carried unanimously.

19. Motion was made by Hutcherson and seconded by Stadter to renew the contract for Susan Adler, to begin July 1, 2018-June 30, 2019. She was awarded a 10 percent raise. Her contract will be provided to the Executive Office for signatures.

Motion carried with Madison opposed.

20. Unanimous consent by Crockett to go out of Executive Session.

Without objection.

21. Unanimous consent by Hutcherson to note receipt of the Financial Reports. (See Addendum, page 13.)

Without objection.

22. Motion was made by Crockett and seconded by Stadter to approve a per diem rate \$64 per day for up to 5 days.

Motion carried unanimously.

23. Motion was made by Crockett and seconded by Stadter to approve payment of hotel fees for up to 4 nights.

Motion carried unanimously.

24. Motion was made by Hutcherson and seconded by Chisholm for the Board Members attending the meeting to receive full reimbursement for airline fare to the meeting.

Motion carried unanimously.

25. Motion was made by Stadter and seconded by Patton to reimburse Kurt Vlach for the cancellation charge on his airline ticket.

Motion denied with Chisholm, Crockett, Faccioli, Hansen, Hutcherson, and Mahan opposed, and Madison, Meserve, Patton, Stadter, Tullo and Vlach in favor and Harrison abstaining. The motion failed as the President did not vote and there was not a majority for it to pass.

26. Motion was made by Hutcherson and seconded by Hansen for TICA to recognize and acknowledge the TICA members who participate in the "State of the Cat" Study with Wisdom Health. Hutcherson and Harrison will be taking care of the certificates.

Motion carried with Madison, Patton, and Vlach opposed.

Email Message from Faccioli: "After reading the comment posted by Mr. Vlach on the ES Regional Face book page, I decided to leave the meeting in protest to his misbehavior. I kindly ask for that to be recorded the minutes." Faccioli left the meeting at 4:45PM.

Roemann Fulkerson reported on Marketing. (See Addendum for Marketing Report, page 24.)

27. Unanimous consent by Harrison to recess for the day at 4:59PM.

Without objection.

### **January 20, 2018, Saturday, 8:08AM**

The meeting was called to order by President, Vickie Fisher at 8:08AM.

28. Unanimous consent by Stadter to go into Executive Session to include Adler, Cardona and Bowers.

Without objection.

Anthony Hutcherson arrived at 8:11AM.

29. Motion was made by Crockett and seconded by Hansen to exclude Vlach from the conversation on his breach of ethics.

Motion carried with Madison and Patton opposed.

30. Motion was made by Stadter and seconded by Faccioli to suspend Kurt Vlach as a Board Member of this association for 60 days, beginning today. TICA By-Laws:

122.6.3 An elected officer or director of the Association may not be expelled by the Board of Directors from membership in the Association or as officer and director, but may be suspended from membership in the Association and as officer and director for misconduct or violation of the Association's rules by a vote of two-thirds of the members of the Board of Directors, including the individual being suspended. In the event of such suspension, the Board of Directors must submit a ballot within 60 days to the membership, or a portion of the membership, which elected the individual, requesting a vote on the suspension or expulsion of the individual from membership and as officer and director. The suspension by the Board shall end if the ballot is not so submitted or if the membership does not vote in favor of suspension or expulsion.

Motion carried unanimously.

31. Unanimous consent by Harrison to go into Open Session.

Without objection.

32. Motion was made by Crockett and seconded by Madison to accept pedigrees from TIMBA for the following Category II breeds: Korat, Khaomane and the Thai.

Motion carried unanimously.

33. Unanimous consent by Harrison to go to a Committee of the Whole for presentations on the 2020 Annual.

Without objection.

Proposals from the following regions were presented to the Board of Directors for the 2020 Annual: Southern Europe (ES), Mid Atlantic (MA), South Central (SC), Northwest (NW).

34. Motion was made by Chisholm and seconded by Madison to accept the proposal from the Capital Cat Club for the Washington, DC Annual for 2020.

Motion carried unanimously.

35. Motion was made by Madison and seconded by Harrison to take no action to amend Judging Program 44.3.2.3 (Guest judges may train).

Motion carried with Tullo opposed.

36. Motion was made by Faccioli and seconded by Patton that the previous training sessions performed by Licensed Guest Judges and approved by the Judging Administrator would be counted toward the qualified training sessions for the respective trainees.

Motion carried with Madison opposed.

37. Motion was made by Madison and seconded by Crockett to take no action to amend Judging Program 43.3.1.3.4, 42.3.2.3, 42.3.2.3.1 (Eligibility for entering Judging Program) - Stadter/Jenny Vej.

Motion carried with Faccioli, Meserve, Stadter and Tullo opposed.

38. Motion was made by Madison and seconded by Crockett to take no action to amend Judging Program 42.6, 46.2.3, 47.2.3, 415.1 (Passing Scores - Parkinson).

Motion carried unanimously.

39. Motion was made by Madison and seconded by Crockett to take no action on Standing Rules 106.2.1, 106.2.2, 106.4.6, 106.4.7 (Judging Committee).

Motion denied with Crockett, Madison, Patton, Stadter and Tullo in favor.

40. Unanimous consent by Stadter to go into a Committee of the Whole to allow Carlos Lopez to clarify aspects of the proposal for the Judging Committee.

Without objection.

41. Unanimous consent by Crockett to go out of a Committee of the Whole.

Without objection.

42. Motion was made by Faccioli and seconded by Stadter to add Standing Rules 106.2.1, 106.2.2, 106.4.6 and 106.4.7 (Judging Committee).

16.2.1 Administration of matters pertaining to judges;

16.2.2 Administration of the judging program and instruction

106.2.1 Every 4 years and beginning at the 2018 Spring Meeting the Board of Directors shall appoint the members of the Judging Committee following the process outlined in Standing Ruling 106.4.6.

106.2.2 Every 4 years and beginning at the 2018 Spring Meeting the TICA Judging Administrator and Deputy Judging Administrator will be selected as provided in Standing Rule 106.4.7.

Add New 106.4.6 and 106.4.7

106.4 Standing Committees. The President, with the advice of the Board of Directors, shall appoint persons knowledgeable in the fields specified to serve on the following standing committees. Any other committees, which from time to time may be necessary and proper for the effective and efficient operation of the Association, may be created by the President and appointments to them made by the President, with the advice of the Board. Rules committee shall have a chairperson, members as needed and a board member who works with the committee as a liaison director. Board members may not be included in the Rules committee other than the liaison.

[106.4.1 to 106.4.5 details the current Standing Committees]

106.4.6 Judging Committee. The Role of the Judging Committee is to administer non disciplinary matters related to the Judging Program. This includes, but is not limited to, acceptances into or advancements within the program, continuing education and testing. The Committee may make recommendations to the Board of Directors for changes to the Judging

106.4.6.1 The Judging Committee shall be comprised of Ring and School Instructors and/or experienced Approved Allbreed Judges representing four international areas: North America, Europe, Asia and South America.

106.4.6.2 The Judging Committee members shall be elected by the participants of the Judging Program of the international area where they reside to serve a term of 4 years or until a successor is appointed in the event of a vacancy. The Board of Directors shall appoint a qualified judge from the international area where the vacancy occurs to complete the balance of the unexpired term.

106.4.6.3 The number of Judging Committee members representing each international area shall be determined by the number of participants of the Judging Program for that particular area as of January 31 of the election year.

The following formula will be applied:

Under 15 participants of the Judging Program: 1 committee member;

15-30 participants of the Judging Program: 2 committee members;

30-45 participants of the Judging Program: 3 committee members;

Over 45 participants of the Judging Program: 5 committee members.

106.4.6.4 In the event of a two-way or greater tie, the Board of Directors will determine the final appointment(s).

106.4.6.5 Candidates for election to Judging Committee shall provide documentation of having met the following requirements for election:

106.4.6.5.1 Have met the requirements to vote in any TICA election and serve on any TICA Committee which requires extended membership.

106.4.6.5.2 Be a licensed TICA Ring and School Instructor and/or an Approved Allbreed Judge with a minimum of 5 years' experience as an Approved Allbreed judge.

106.4.6.6 Time of the Election. Beginning in April 2018 the election of the Judging Committee

members shall take place every 4 years by ballot of the participants of the Judging Program.

106.4.6.7 Announcement of Candidates. Any Ring and School Instructor and/or experienced Approved Allbreed Judge shall be eligible as Judging Committee member and shall declare his/her candidacy in writing to the Executive Office not more than 4 months nor less than 2 months before the election month.

106.4.6.8 All voting of the participants in the Judging Program shall be by secret ballot and known only by the firm counting the ballot.

106.4.6.9 Electronic Ballots are sent to Judging Program participants on April 1st. Voting will close on 1 May, after which the ballots are counted.

106.4.7 The President, with the approval of the Board of Directors, shall appoint two members of the Judging Committee as TICA Judging Administrator and Deputy Judging Administrator. The TICA Judging Administrator is the chairperson of the Judging Committee.

Motion carried with Crockett, Madison, Patton, Stadter and Tullo opposed.

Madison felt that this should be tabled to the next meeting because of the confusion.

43. Motion was made by Faccioli and seconded by Harrison to amend Standing Rules 106.4.6.1 and 106.4.6.3 (Judging Committee).

106.4.6.1 The Judging Committee shall be comprised of Ring and School Instructors and/or experienced Approved Allbreed Judges representing four international areas: North America, Europe, Asia and South America plus International (non-voting Regional Area).

106.4.6.3 The number of Judging Committee members representing each international area shall be determined by the number of participants of the Judging Program for that particular area as of January 31 of the election year.

The following formula will be applied:

Under 20 participants of the Judging Program: 1 committee member;

20-45 participants of the Judging Program: 3 committee members;

over 45 participants of the Judging Program: 5 committee members.

Motion carried with Crockett, Madison, Patton, Stadter and Tullo opposed.

44. Motion was made by Crockett and seconded by Hutcherson to amend Standing Rule 903.1.7 Head table at Annuals to read: The Board may vote to dispense with a Head Table, such a vote to be taken at the Winter Meeting immediately prior to the relevant Annual. The club must be informed of the outcome by the Annual Board Liaison within 10 days of the decision.

Motion carried with Madison opposed.

45. Motion was made by Faccioli and seconded by Hansen to amend Standing Rules 2014.1.1 Guest Judge Fees.

Motion denied with Crockett, Faccioli, and Stadter in favor.

46. Unanimous consent by Meserve to amend Standing Rules to read:

2014.1.1.1 Approved Allbreed Judge and Licensed Guest Judges- \$1.10 per entry

2014.1.1.2 Provisional Allbreed Judge and Guest Judges- \$.85 per entry.

Without objection.

47. Motion was made by Patton and seconded by Stadter to approve the Voluntary Outstanding Cattery forms and program.

Motion carried unanimously.

48. Motion was made by Patton and seconded by Stadter to "Call the Question" on Motion #49.

Motion carried unanimously and then Motion 46 above carried unanimously.

49. Motion was made by Patton and seconded by Stadter to accept the Outstanding Cattery Code of Ethics form. See Addendum (Page 30).

Motion carried unanimously.

50. Motion was made by Crockett and seconded by Stadter to create the Asia West Region as of May 1, 2018. The Asia West Region will only include China as of that date. The first election for a Regional Director for Asia West will be part of the 2018 Membership Ballot. The elected Regional Director will take office as of January 1, 2019.

Motion carried with Chisholm, Meserve and Stadter opposed.

51. Motion was made by Crockett and seconded by Harrison to appoint Lisa Dickie as Associate Director for the new Asia West Region. She will be Associate Director from May 1, 2018 through January 1, 2019.

Motion carried unanimously.

52. Motion was made by Crockett and seconded by Hutcherson to rename the current Asia Region to Asia East Region.

Motion carried unanimously.

53. Motion was made by Chisholm and seconded by Harrison to move southern Nevada to the Mid Pacific Region and New Mexico to the Southwest Region.

Motion carried unanimously.

54. Motion was made by Mahan and seconded by Hansen to return Oregon to the Mid Pacific Region. Motion denied with Madison abstaining and Chisholm, Faccioli, Mahan, Meserve, and Patton in favor. Madison felt that realignment should not depend on membership entirely and actually realignment should only be done in extreme circumstances. To take away a portion of a region to subsidize another region is not the answer. That may cause the region you took away from to fail. It is different in a new growth area.

55. Unanimous consent by Hansen to appoint Katharina Krenn as Interim Regional Director for the Southern Europe Region for the duration of the suspension of Kurt Vlach.

Without objection.

56. Unanimous consent by Harrison to recess the meeting at 5:04PM.

Without objection.



## January 21, 2018, Sunday, 8:31AM

The meeting was called to order by President, Vickie Fisher.

The following topics were discussed:

- Status of the Ticketing System

- Status of the Show Scheduling Solution

- Updates and changes regarding CCCA (Chinese registration organization) and their pedigrees

- Regional and International Award Certificates

- Letter of concern regarding a new Korean Club

59. Unanimous consent by Harrison to adjourn the meeting at 10:25AM.

Without objection.

# ADDENDUM

# Consent Agenda

1. Minutes, 2017 Annual Meeting, Corrections/Additions - NONE
2. Minutes, 2017 Nov Emergency Meeting, Corrections/Additions - NONE
3. Amend Standing Rule 1012.3.1, Vlach Approved to include additional countries the Isolated Area List.  
COUNTRIES WHICH ALSO SHOULD BE ON THE ISOLATED AREA LIST 1012.3.1

Albania	Saudi Arabia
Gibraltar	Syria
Greece	Jordan
Kosovo	UAE
Lebanon (between Turkey and Israel)	Kuwait
Portugal	Qatar
Slovenia	
4. Amend Standing Rule 1012.1 Vlach - Approved to include additional countries not listed.  
COUNTRIES MISSING in 1012.1:  
Andorra (mini-state located between Spain and France)  
Kosovo (located on the Balkans)  
Lebanon (between Turkey and Israel)  
Liechtenstein (mini-state located between Switzerland and Austria)  
San Marino (mini-state located in Northern Italy)  
Vatican City (Holy See) – this is an official state and should be also included  
Syria  
Jordan
5. Letter of response to Junior Exhibitor Liaisons, Fisher
6. Amend Judging Program (Housekeeping), Parkinson:
  - 415.7 Judges shall be licensed each year at the ~~Semi-Annual~~ **Winter** Meeting. Judges with a current license will be listed in the appropriate publications.
  - 418.12 The non-renewal date may be delayed for a show for which the affected judge has a contract and has purchased a non-refundable plane ticket prior to the ~~Semi-Annual~~ **Winter** Board Meeting. License shall expire on completion of said show. It is understood that the affected judge will not accept additional assignments to judge shows taking place during this extended period.
7. Motion was made by Stadter and seconded by Crockett to approve adding Vickie Fisher, President as a signer on the Compass Bank BBVA TICA General Bank Account.
8. Motion was made by Stadter and seconded by Crockett to approve adding Bobbie Tullo, Vice President as a signer on the Compass Bank BBVA TICA General Bank Account.



The International Cat Association, Inc.  
306 E. Jackson  
Harlingen, TX 78550

Kerry Dolan  
Members of TICA's Junior Exhibitor Committee

Dear Kerry and All:

On behalf of the Board of Directors, I would like to respond to your question regarding the status of Junior Exhibitors in the TICA Clerking Program.

TICA's Clerking Program 51.2.1 clearly states that, to be eligible for entry into the Clerking Program, one need be a current member of TICA.

TICA By-Laws 13.2.4: Junior Members – clearly states that Junior Members, defined as being under the age of 18, have the same rights and privileges as regular members, except the right to vote and hold office.

Therefore, please be assured that the TICA Board of Directors interprets this as allowing Junior Members to enter and complete certification in the TICA Clerking Program.

We so appreciate all that you do to help our Junior Exhibitors and members become responsible cat owners.

Respectfully,

Vickie Fisher, President  
The International Cat Association

Cc: Dewane Barnes, TICA Clerking Administrator

**TICA**  
**Balance Sheet**

As of October 31, 2017

Oct 31, 17

**ASSETS**

**Current Assets**

**Checking/Savings**

PayPal Account	3,056.89
RBC Investment Account	542,356.57
TSB-General	607,440.83
TSB-Payroll	40,627.57

**Total Checking/Savings** 1,193,481.86

**Other Current Assets**

A/R Membership	7,099.49
Interest Receivable	4,572.07
Inventory Yearbook	600.00
PrePaid Expenses	6,659.39

**Total Other Current Assets** 18,930.95

**Total Current Assets** 1,212,412.81

**Fixed Assets**

capital lease improvement	99,963.26
Equipment/Machinery	178,558.01
Furniture/Fixtures	32,263.04
Recorded Depreciation	-277,620.86

**Total Fixed Assets** 33,163.45

**Other Assets**

Amex-Credit Receivable	9,083.50
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**Total Other Assets** 9,083.50

**TOTAL ASSETS** 1,254,659.76

**LIABILITIES & EQUITY**

**Liabilities**

**Current Liabilities**

**Other Current Liabilities**

Credits Payable Membership	85,839.27
Deferred Income	4,124.10
Payroll Liabilities	6,745.36
Payroll Payable	21,213.31

**Total Other Current Liabilities** 117,922.04

**Total Current Liabilities** 117,922.04

**Long Term Liabilities**

Compensated Absences	29,097.27
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**Total Long Term Liabilities** 29,097.27

**Total Liabilities** 147,019.31

**Equity**

Retained Earnings	625,167.91
Unrestricted Fund Balance	465,170.24
Net Income	17,302.30

**Total Equity** 1,107,640.45

**TOTAL LIABILITIES & EQUITY** 1,254,659.76

**TICA**  
**Profit & Loss Budget vs. Actual**  
July through October 2017

Ordinary Income/Expense	<u>Jul - Oct 17</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
<b>Income</b>				
01 Memberships	42,335.02	30,140.00	12,195.02	140.46%
02 Family Memberships	495.00	350.00	145.00	141.43%
03 International Memberships	31,260.00	27,445.00	3,815.00	113.9%
04 Additional Breed Sections	1,205.00	555.00	650.00	217.12%
05 Cattery Registrations	63,271.00	54,307.00	8,964.00	116.51%
06 Individual Registrations	38,232.00	34,105.00	4,127.00	112.1%
07 Blue Slips	109,900.00	104,290.00	5,610.00	105.38%
08 Litter Registrations	99,434.00	94,002.00	5,432.00	105.78%
09 HHP Registrations	1,652.00	1,184.00	468.00	139.53%
10 Transfers/Leases	17,802.81	16,639.00	1,163.81	106.99%
11 Dup/Corr/Add or Delete Suff	8,364.00	8,454.00	-90.00	98.94%
12 Title Confirmations	10,010.00	8,305.00	1,705.00	120.53%
13 Supreme Title Confirmations	1,490.00	1,070.00	420.00	139.25%
14 Cert 3-Gen Pedigrees	32,450.00	30,800.00	1,650.00	105.36%
15 Cert 5-Gen Pedigrees	56,650.00	59,360.00	-2,710.00	95.44%
16 Club Charters	575.00	450.00	125.00	127.78%
17 Club Fees Renewals	1,235.00	1,400.00	-165.00	88.21%
18 Judges Fees	2,821.00	2,490.00	331.00	113.29%
19 Show License Fees	14,265.00	15,740.00	-1,475.00	90.63%
20 Annual Awards Fees	22,960.00	20,720.00	2,240.00	110.81%
21 Show Insurance Fees	6,000.00	7,700.00	-1,700.00	77.92%
22 Publications	19.00	0.00	19.00	100.0%
23 TICA TREND	4,161.00	7,355.00	-3,194.00	56.57%
24 TICA Yearbook	22,503.01	28,688.00	-6,184.99	78.44%
25 Miscellaneous	3,508.82	385.00	3,123.82	911.38%
26 COE/OSTD Cattery	640.00	0.00	640.00	100.0%
27 Election Filing Fees	1,695.00	75.00	1,620.00	2,260.0%
28 Wire Transfer Fees	105.00	95.00	10.00	110.53%
29 Donations	10.00	0.00	10.00	100.0%
30 Clerking Fees	765.00	280.00	485.00	273.21%
31 OS/OD/LA	125.00	200.00	-75.00	62.5%
32 Annual Awards Dup/Frt	135.00	500.00	-365.00	27.0%
33 Website Breeder Listings	6,850.00	2,140.00	4,710.00	320.09%
34 Website Banner Ads	3,750.00	6,450.00	-2,700.00	58.14%
35 Website Classified Ads	2,930.00	390.00	2,540.00	751.28%
37 Rush	9,420.00	9,158.00	262.00	102.86%
39 Complaint Fees	180.00	75.00	105.00	240.0%
40 Shipping Fees	642.00	616.00	26.00	104.22%
41 Annual Awards Sponsorships	1,200.00	1,100.00	100.00	109.09%
42 Late Fees (Judges/Pstg Due/	720.00	490.00	230.00	146.94%
43 Affinity Program	209.16	2,500.00	-2,290.84	8.37%
44 Return Check Svc/Handling	90.00	60.00	30.00	150.0%

## TICA Profit & Loss Budget vs. Actual July through October 2017

Ordinary Income/Expense	Jul - Oct 17	Budget	\$ Over Budget	% of Budget
<b>Income</b>				
01 Memberships	42,335.02	30,140.00	12,195.02	140.46%
02 Family Memberships	495.00	350.00	145.00	141.43%
03 International Memberships	31,260.00	27,445.00	3,815.00	113.9%
04 Additional Breed Sections	1,205.00	555.00	650.00	217.12%
05 Cattery Registrations	63,271.00	54,307.00	8,964.00	116.51%
06 Individual Registrations	38,232.00	34,105.00	4,127.00	112.1%
07 Blue Slips	109,900.00	104,290.00	5,610.00	105.38%
08 Litter Registrations	99,434.00	94,002.00	5,432.00	105.78%
09 HHP Registrations	1,652.00	1,184.00	468.00	139.53%
10 Transfers/Leases	17,802.81	16,639.00	1,163.81	106.99%
11 Dup/Corr/Add or Delete Suff	8,364.00	8,454.00	-90.00	98.94%
12 Title Confirmations	10,010.00	8,305.00	1,705.00	120.53%
13 Supreme Title Confirmations	1,490.00	1,070.00	420.00	139.25%
14 Cert 3-Gen Pedigrees	32,450.00	30,800.00	1,650.00	105.36%
15 Cert 5-Gen Pedigrees	56,650.00	59,360.00	-2,710.00	95.44%
16 Club Charters	575.00	450.00	125.00	127.78%
17 Club Fees Renewals	1,235.00	1,400.00	-165.00	88.21%
18 Judges Fees	2,821.00	2,490.00	331.00	113.29%
19 Show License Fees	14,265.00	15,740.00	-1,475.00	90.63%
20 Annual Awards Fees	22,960.00	20,720.00	2,240.00	110.81%
21 Show Insurance Fees	6,000.00	7,700.00	-1,700.00	77.92%
22 Publications	19.00	0.00	19.00	100.0%
23 TICA TREND	4,161.00	7,355.00	-3,194.00	56.57%
24 TICA Yearbook	22,503.01	28,688.00	-6,184.99	78.44%
25 Miscellaneous	3,508.82	385.00	3,123.82	911.38%
26 COE/OSTD Cattery	640.00	0.00	640.00	100.0%
27 Election Filing Fees	1,695.00	75.00	1,620.00	2,260.0%
28 Wire Transfer Fees	105.00	95.00	10.00	110.53%
29 Donations	10.00	0.00	10.00	100.0%
30 Clerking Fees	765.00	280.00	485.00	273.21%
31 OS/OD/LA	125.00	200.00	-75.00	62.5%
32 Annual Awards Dup/Frt	135.00	500.00	-365.00	27.0%
33 Website Breeder Listings	6,850.00	2,140.00	4,710.00	320.09%
34 Website Banner Ads	3,750.00	6,450.00	-2,700.00	58.14%
35 Website Classified Ads	2,930.00	390.00	2,540.00	751.28%
37 Rush	9,420.00	9,158.00	262.00	102.86%
39 Complaint Fees	180.00	75.00	105.00	240.0%
40 Shipping Fees	642.00	616.00	26.00	104.22%
41 Annual Awards Sponsorships	1,200.00	1,100.00	100.00	109.09%
42 Late Fees (Judges/Pstg Due/	720.00	490.00	230.00	146.94%
43 Affinity Program	209.16	2,500.00	-2,290.84	8.37%
44 Return Check Svc/Handling	90.00	60.00	30.00	150.0%

## TICA Profit & Loss Budget vs. Actual July through October 2017

	<u>Jul - Oct 17</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
45 Rtn'd Chks/Handling Fees	50.00	60.00	-10.00	83.33%
46 Refunds	-94.74	0.00	-94.74	100.0%
Corporate Sponsorships	38,692.65	30,750.00	7,942.65	125.83%
Deposit	-14,193.36	0.00	-14,193.36	100.0%
<b>Total Income</b>	<u>646,519.37</u>	<u>610,873.00</u>	<u>35,646.37</u>	<u>105.84%</u>
<b>Gross Profit</b>	646,519.37	610,873.00	35,646.37	105.84%
<b>Expense</b>				
<b>ANNUAL AWARDS PROGRAM</b>				
Banquet Expense	5,433.83	3,200.00	2,233.83	169.81%
Freight and Postage	288.40	300.00	-11.60	96.13%
International/Regional Awards	500.00			
Plaques/Trophies	8,364.50	7,585.00	779.50	110.28%
Regional Rebate	42.98	0.00	42.98	100.0%
Rosettes	<u>4,497.30</u>	<u>5,000.00</u>	<u>-502.70</u>	<u>89.95%</u>
<b>Total ANNUAL AWARDS PROGRAM</b>	19,127.01	16,085.00	3,042.01	118.91%
<b>BANK</b>				
Card Charges	8,321.65	9,725.14	-1,403.49	85.57%
PayPal Fees	16,160.80	11,833.95	4,326.85	136.56%
Returned Checks	155.00	0.00	155.00	100.0%
Service Charges	<u>1,603.53</u>	<u>1,048.69</u>	<u>554.84</u>	<u>152.91%</u>
<b>Total BANK</b>	26,240.98	22,607.78	3,633.20	116.07%
<b>BOARD MEETING EXPENSE</b>				
<b>Annual Meeting</b>				
Appointed Officials - Lodging	3,458.80	4,000.00	-541.20	86.47%
Appointed Officials - Per Diem	1,789.57	1,500.00	289.57	119.31%
Appointed Officials - Travel				
Misc	72.17	283.00	-210.83	25.5%
Transportation	<u>1,447.78</u>	<u>1,500.00</u>	<u>-52.22</u>	<u>96.52%</u>
<b>Total Appointed Officials - Travel</b>	1,519.95	1,783.00	-263.05	85.25%
Board-Lodging	9,175.20	12,000.00	-2,824.80	76.46%
Board-Per Diem	2,569.00	7,000.00	-4,431.00	36.7%
Board-Travel	7,527.09	10,000.00	-2,472.91	75.27%
Room/Refreshments/Supplies	<u>1,731.37</u>	<u>2,000.00</u>	<u>-268.63</u>	<u>86.57%</u>
<b>Total Annual Meeting</b>	27,770.98	38,283.00	-10,512.02	72.54%
EO Expense - Meeting	0.00	0.00	0.00	0.0%
<b>Spring Meeting</b>				
Appointed Officials-Lodging	0.00	0.00	0.00	0.0%
Room/Refreshments/Supplies	0.00			
<b>Total Spring Meeting</b>	0.00	0.00	0.00	0.0%
<b>Winter Meeting</b>				
Board-Travel	0.00			
Board -Per Diem	0.00			
<b>Total Winter Meeting</b>	0.00			
<b>BOARD MEETING EXPENSE - Other</b>	0.00	0.00	0.00	0.0%



**TICA**  
**Profit & Loss Budget vs. Actual**  
July through October 2017

	<u>Jul - Oct 17</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
<b>Total BOARD MEETING EXPENSE</b>	27,770.98	38,283.00	-10,512.02	72.54%
<b>COMMUNICATIONS</b>				
<b>Telephone</b>				
Charges	0.00	0.00	0.00	0.0%
Telephone - Other	6,201.24	5,210.55	990.69	119.01%
<b>Total Telephone</b>	<u>6,201.24</u>	<u>5,210.55</u>	<u>990.69</u>	<u>119.01%</u>
<b>Total COMMUNICATIONS</b>	6,201.24	5,210.55	990.69	119.01%
<b>COMPUTER</b>				
Equipment		5,000.00	-5,000.00	0.0%
Maintenance	180.00			
<b>Programming</b>				
Ideate, LLC	12,800.25	34,499.50	-21,699.25	37.1%
<b>Loom Technologies</b>				
Loom Technologies - Other	1,387.50	0.00	1,387.50	100.0%
<b>Total Loom Technologies</b>	<u>1,387.50</u>	<u>0.00</u>	<u>1,387.50</u>	<u>100.0%</u>
Programming - Other	0.00	0.00	0.00	0.0%
<b>Total Programming</b>	<u>14,187.75</u>	<u>34,499.50</u>	<u>-20,311.75</u>	<u>41.13%</u>
Software	412.78	4,685.82	-4,273.04	8.81%
Supplies/Support	11,446.84	705.01	10,741.83	1,623.64%
Website Support	21,758.14	15,000.00	6,758.14	145.05%
<b>Total COMPUTER</b>	<u>47,985.51</u>	<u>59,890.33</u>	<u>-11,904.82</u>	<u>80.12%</u>
<b>CORPORATE SPONSORSHIP</b>	41,670.02	21,448.82	20,221.20	194.28%
<b>DEPRECIATION EXPENSE</b>	5,500.00	5,500.00	0.00	100.0%
<b>DUES/MISC/SUBS/GIFTS</b>	340.18	100.00	240.18	340.18%
<b>FREIGHT AND POSTAGE</b>				
Freight-Customers	581.49	1,978.03	-1,396.54	29.4%
Freight-Show Supplies	179.45	1,097.96	-918.51	16.34%
Freight - Marketing	13,298.83	4,000.00	9,298.83	332.47%
Other Freight Charges	1,042.55	0.00	1,042.55	100.0%
Postage Meter	20,265.37	16,000.00	4,265.37	126.66%
<b>Total FREIGHT AND POSTAGE</b>	<u>35,367.69</u>	<u>23,075.99</u>	<u>12,291.70</u>	<u>153.27%</u>
<b>INSURANCE</b>				
Director's Liability Insurance	4,751.91	3,050.00	1,701.91	155.8%
General/Administrative	2,880.66	0.00	2,880.66	100.0%
Property	500.00	2,000.00	-1,500.00	25.0%
<b>Total INSURANCE</b>	<u>8,132.57</u>	<u>5,050.00</u>	<u>3,082.57</u>	<u>161.04%</u>
<b>MARKETING</b>				
Advertising	57.00	2,000.00	-1,943.00	2.85%
Printed Materials	6,307.82	15,000.00	-8,692.18	42.05%
Professional Fees	0.00	131.57	-131.57	0.0%
Special Events	5,285.42	8,534.88	-3,249.46	61.93%
Supplies		1,259.26	-1,259.26	0.0%
Travel Expense	35.12	3,254.36	-3,219.24	1.08%
<b>Total MARKETING</b>	<u>11,685.36</u>	<u>30,180.07</u>	<u>-18,494.71</u>	<u>38.72%</u>

**TICA**  
**Profit & Loss Budget vs. Actual**  
July through October 2017

	<u>Jul - Oct 17</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
<b>OFFICE EQUIPMENT</b>				
Leases	1,817.12	14,677.45	-12,860.33	12.38%
Maintenance	313.91	200.00	113.91	156.96%
Purchase		500.00	-500.00	0.0%
<b>Total OFFICE EQUIPMENT</b>	<b>2,131.03</b>	<b>15,377.45</b>	<b>-13,246.42</b>	<b>13.86%</b>
<b>OFFICE MAINTENANCE</b>				
Renovation	0.00	1,500.00	-1,500.00	0.0%
<b>Total OFFICE MAINTENANCE</b>	<b>0.00</b>	<b>1,500.00</b>	<b>-1,500.00</b>	<b>0.0%</b>
<b>OFFICE SUPPLIES</b>				
Laminating Supplies	852.95			
Other	1,442.06	2,358.20	-916.14	61.15%
Paper	694.26	1,131.73	-437.47	61.35%
Toner	3,151.82			
<b>Total OFFICE SUPPLIES</b>	<b>6,141.09</b>	<b>3,489.93</b>	<b>2,651.16</b>	<b>175.97%</b>
<b>PAYROLL</b>				
Contract Labor	4,008.15	1,905.50	2,102.65	210.35%
Employee Benefits	3,161.24	4,449.61	-1,288.37	71.05%
Salary/Wages	266,526.84	216,895.95	49,630.89	122.88%
Taxes	21,146.85	22,301.49	-1,154.64	94.82%
PAYROLL - Other	0.00	2,000.00	-2,000.00	0.0%
<b>Total PAYROLL</b>	<b>294,843.08</b>	<b>247,552.55</b>	<b>47,290.53</b>	<b>119.1%</b>
<b>PRINTING</b>				
Administration	2,956.45	1,758.18	1,198.27	168.15%
Judges Books	0.00	0.00	0.00	0.0%
Other	0.00	250.00	-250.00	0.0%
<b>Total PRINTING</b>	<b>2,956.45</b>	<b>2,008.18</b>	<b>948.27</b>	<b>147.22%</b>
<b>PROFESSIONALS FEES</b>				
Accounting and Audit	0.00	0.00	0.00	0.0%
Balloting	3,600.00	4,000.00	-400.00	90.0%
Legal	29,238.30	30,000.00	-761.70	97.46%
Payroll Preparation	564.84	490.45	74.39	115.17%
<b>Total PROFESSIONALS FEES</b>	<b>33,403.14</b>	<b>34,490.45</b>	<b>-1,087.31</b>	<b>96.85%</b>
<b>REIMBURSEMENTS</b>				
Judging Administrator				
Fees	2,500.00	2,500.00	0.00	100.0%
Postage/Supplies	0.00	200.00	-200.00	0.0%
<b>Total Judging Administrator</b>	<b>2,500.00</b>	<b>2,700.00</b>	<b>-200.00</b>	<b>92.59%</b>
<b>Total REIMBURSEMENTS</b>	<b>2,500.00</b>	<b>2,700.00</b>	<b>-200.00</b>	<b>92.59%</b>
<b>RENT AND UTILITIES</b>				
Custodial	2,446.50	2,340.50	106.00	104.53%
Rent	10,568.00	10,568.00	0.00	100.0%
<b>Total RENT AND UTILITIES</b>	<b>13,014.50</b>	<b>12,908.50</b>	<b>106.00</b>	<b>100.82%</b>
<b>SECURITY</b>	<b>194.85</b>	<b>0.00</b>	<b>194.85</b>	<b>100.0%</b>
<b>TAXES</b>				

## TICA

### Profit & Loss Budget vs. Actual

July through October 2017

	<u>Jul - Oct 17</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Property	761.41	0.00	761.41	100.0%
<b>Total TAXES</b>	<b>761.41</b>	<b>0.00</b>	<b>761.41</b>	<b>100.0%</b>
<b>TRAVEL REIMBURSEMENTS</b>				
Employee	0.00	2,000.00	-2,000.00	0.0%
Officers	0.00	0.00	0.00	0.0%
<b>Total TRAVEL REIMBURSEMENTS</b>	<b>0.00</b>	<b>2,000.00</b>	<b>-2,000.00</b>	<b>0.0%</b>
<b>TREND EXPENSES</b>				
Editorial Fees	6,300.00	6,150.00	150.00	102.44%
Publishing and Distribuion	37,810.47	20,832.31	16,978.16	181.5%
<b>Total TREND EXPENSES</b>	<b>44,110.47</b>	<b>26,982.31</b>	<b>17,128.16</b>	<b>163.48%</b>
<b>YEARBOOK</b>				
Editorial Fees	3,500.00	3,500.00	0.00	100.0%
Freight	0.00	57.00	-57.00	0.0%
Reimbursed Expenses	157.35	0.00	157.35	100.0%
<b>Total YEARBOOK</b>	<b>3,657.35</b>	<b>3,557.00</b>	<b>100.35</b>	<b>102.82%</b>
<b>Total Expense</b>	<b>633,734.91</b>	<b>579,997.91</b>	<b>53,737.00</b>	<b>109.27%</b>
<b>Net Ordinary Income</b>	<b>12,784.46</b>	<b>30,875.09</b>	<b>-18,090.63</b>	<b>41.41%</b>
<b>Other Income/Expense</b>				
<b>Other Income</b>				
Interest Income	4,550.89	2,000.00	2,550.89	227.55%
Other Income	-33.05	0.00	-33.05	100.0%
<b>Total Other Income</b>	<b>4,517.84</b>	<b>2,000.00</b>	<b>2,517.84</b>	<b>225.89%</b>
<b>Net Income</b>	<b>17,302.30</b>	<b>32,875.09</b>	<b>-15,572.79</b>	<b>52.63%</b>

## TICA Profit & Loss Budget vs. Actual July through October 2017

	<u>Jul - Oct 17</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
45 Rtn'd Chks/Handling Fees	50.00	60.00	-10.00	83.33%
46 Refunds	-94.74	0.00	-94.74	100.0%
Corporate Sponsorships	38,692.65	30,750.00	7,942.65	125.83%
Deposit	-14,193.36	0.00	-14,193.36	100.0%
<b>Total Income</b>	<u>646,519.37</u>	<u>610,873.00</u>	<u>35,646.37</u>	<u>105.84%</u>
<b>Gross Profit</b>	646,519.37	610,873.00	35,646.37	105.84%
<b>Expense</b>				
<b>ANNUAL AWARDS PROGRAM</b>				
Banquet Expense	5,433.83	3,200.00	2,233.83	169.81%
Freight and Postage	288.40	300.00	-11.60	96.13%
International/Regional Awards	500.00			
Plaques/Trophies	8,364.50	7,585.00	779.50	110.28%
Regional Rebate	42.98	0.00	42.98	100.0%
Rosettes	<u>4,497.30</u>	<u>5,000.00</u>	<u>-502.70</u>	<u>89.95%</u>
<b>Total ANNUAL AWARDS PROGRAM</b>	19,127.01	16,085.00	3,042.01	118.91%
<b>BANK</b>				
Card Charges	8,321.65	9,725.14	-1,403.49	85.57%
PayPal Fees	16,160.80	11,833.95	4,326.85	136.56%
Returned Checks	155.00	0.00	155.00	100.0%
Service Charges	<u>1,603.53</u>	<u>1,048.69</u>	<u>554.84</u>	<u>152.91%</u>
<b>Total BANK</b>	26,240.98	22,607.78	3,633.20	116.07%
<b>BOARD MEETING EXPENSE</b>				
<b>Annual Meeting</b>				
Appointed Officials - Lodging	3,458.80	4,000.00	-541.20	86.47%
Appointed Officials - Per Diem	1,789.57	1,500.00	289.57	119.31%
Appointed Officials - Travel				
Misc	72.17	283.00	-210.83	25.5%
Transportation	<u>1,447.78</u>	<u>1,500.00</u>	<u>-52.22</u>	<u>96.52%</u>
<b>Total Appointed Officials - Travel</b>	1,519.95	1,783.00	-263.05	85.25%
Board-Lodging	9,175.20	12,000.00	-2,824.80	76.46%
Board-Per Diem	2,569.00	7,000.00	-4,431.00	36.7%
Board-Travel	7,527.09	10,000.00	-2,472.91	75.27%
Room/Refreshments/Supplies	<u>1,731.37</u>	<u>2,000.00</u>	<u>-268.63</u>	<u>86.57%</u>
<b>Total Annual Meeting</b>	27,770.98	38,283.00	-10,512.02	72.54%
EO Expense - Meeting	0.00	0.00	0.00	0.0%
<b>Spring Meeting</b>				
Appointed Officials-Lodging	0.00	0.00	0.00	0.0%
Room/Refreshments/Supplies	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.0%</u>
<b>Total Spring Meeting</b>	0.00	0.00	0.00	0.0%
<b>Winter Meeting</b>				
Board-Travel	0.00			
Board -Per Diem	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.0%</u>
<b>Total Winter Meeting</b>	0.00			
<b>BOARD MEETING EXPENSE - Other</b>	<u>0.00</u>	<u>0.00</u>	<u>0.00</u>	<u>0.0%</u>

**TICA**  
**Profit & Loss Budget vs. Actual**  
July through October 2017

	<u>Jul - Oct 17</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
<b>Total BOARD MEETING EXPENSE</b>	27,770.98	38,283.00	-10,512.02	72.54%
<b>COMMUNICATIONS</b>				
<b>Telephone</b>				
Charges	0.00	0.00	0.00	0.0%
Telephone - Other	6,201.24	5,210.55	990.69	119.01%
<b>Total Telephone</b>	<u>6,201.24</u>	<u>5,210.55</u>	<u>990.69</u>	<u>119.01%</u>
<b>Total COMMUNICATIONS</b>	6,201.24	5,210.55	990.69	119.01%
<b>COMPUTER</b>				
<b>Equipment</b>		5,000.00	-5,000.00	0.0%
<b>Maintenance</b>	180.00			
<b>Programming</b>				
Ideate, LLC	12,800.25	34,499.50	-21,699.25	37.1%
<b>Loom Technologies</b>				
Loom Technologies - Other	1,387.50	0.00	1,387.50	100.0%
<b>Total Loom Technologies</b>	<u>1,387.50</u>	<u>0.00</u>	<u>1,387.50</u>	<u>100.0%</u>
Programming - Other	0.00	0.00	0.00	0.0%
<b>Total Programming</b>	<u>14,187.75</u>	<u>34,499.50</u>	<u>-20,311.75</u>	<u>41.13%</u>
<b>Software</b>	412.78	4,685.82	-4,273.04	8.81%
<b>Supplies/Support</b>	11,446.84	705.01	10,741.83	1,623.64%
<b>Website Support</b>	<u>21,758.14</u>	<u>15,000.00</u>	<u>6,758.14</u>	<u>145.05%</u>
<b>Total COMPUTER</b>	47,985.51	59,890.33	-11,904.82	80.12%
<b>CORPORATE SPONSORSHIP</b>	41,670.02	21,448.82	20,221.20	194.28%
<b>DEPRECIATION EXPENSE</b>	5,500.00	5,500.00	0.00	100.0%
<b>DUES/MISC/SUBS/GIFTS</b>	340.18	100.00	240.18	340.18%
<b>FREIGHT AND POSTAGE</b>				
<b>Freight-Customers</b>	581.49	1,978.03	-1,396.54	29.4%
<b>Freight-Show Supplies</b>	179.45	1,097.96	-918.51	16.34%
<b>Freight - Marketing</b>	13,298.83	4,000.00	9,298.83	332.47%
<b>Other Freight Charges</b>	1,042.55	0.00	1,042.55	100.0%
<b>Postage Meter</b>	<u>20,265.37</u>	<u>16,000.00</u>	<u>4,265.37</u>	<u>126.66%</u>
<b>Total FREIGHT AND POSTAGE</b>	35,367.69	23,075.99	12,291.70	153.27%
<b>INSURANCE</b>				
<b>Director's Liability Insurance</b>	4,751.91	3,050.00	1,701.91	155.8%
<b>General/Administrative</b>	2,880.66	0.00	2,880.66	100.0%
<b>Property</b>	<u>500.00</u>	<u>2,000.00</u>	<u>-1,500.00</u>	<u>25.0%</u>
<b>Total INSURANCE</b>	8,132.57	5,050.00	3,082.57	161.04%
<b>MARKETING</b>				
<b>Advertising</b>	57.00	2,000.00	-1,943.00	2.85%
<b>Printed Materials</b>	6,307.82	15,000.00	-8,692.18	42.05%
<b>Professional Fees</b>	0.00	131.57	-131.57	0.0%
<b>Special Events</b>	5,285.42	8,534.88	-3,249.46	61.93%
<b>Supplies</b>		1,259.26	-1,259.26	0.0%
<b>Travel Expense</b>	<u>35.12</u>	<u>3,254.36</u>	<u>-3,219.24</u>	<u>1.08%</u>
<b>Total MARKETING</b>	11,685.36	30,180.07	-18,494.71	38.72%

**TICA**  
**Profit & Loss Budget vs. Actual**  
July through October 2017

	<u>Jul - Oct 17</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
<b>OFFICE EQUIPMENT</b>				
Leases	1,817.12	14,677.45	-12,860.33	12.38%
Maintenance	313.91	200.00	113.91	156.96%
Purchase		500.00	-500.00	0.0%
<b>Total OFFICE EQUIPMENT</b>	<b>2,131.03</b>	<b>15,377.45</b>	<b>-13,246.42</b>	<b>13.86%</b>
<b>OFFICE MAINTENANCE</b>				
Renovation	0.00	1,500.00	-1,500.00	0.0%
<b>Total OFFICE MAINTENANCE</b>	<b>0.00</b>	<b>1,500.00</b>	<b>-1,500.00</b>	<b>0.0%</b>
<b>OFFICE SUPPLIES</b>				
Laminating Supplies	852.95			
Other	1,442.06	2,358.20	-916.14	61.15%
Paper	694.26	1,131.73	-437.47	61.35%
Toner	3,151.82			
<b>Total OFFICE SUPPLIES</b>	<b>6,141.09</b>	<b>3,489.93</b>	<b>2,651.16</b>	<b>175.97%</b>
<b>PAYROLL</b>				
Contract Labor	4,008.15	1,905.50	2,102.65	210.35%
Employee Benefits	3,161.24	4,449.61	-1,288.37	71.05%
Salary/Wages	266,526.84	216,895.95	49,630.89	122.88%
Taxes	21,146.85	22,301.49	-1,154.64	94.82%
PAYROLL - Other	0.00	2,000.00	-2,000.00	0.0%
<b>Total PAYROLL</b>	<b>294,843.08</b>	<b>247,552.55</b>	<b>47,290.53</b>	<b>119.1%</b>
<b>PRINTING</b>				
Administration	2,956.45	1,758.18	1,198.27	168.15%
Judges Books	0.00	0.00	0.00	0.0%
Other	0.00	250.00	-250.00	0.0%
<b>Total PRINTING</b>	<b>2,956.45</b>	<b>2,008.18</b>	<b>948.27</b>	<b>147.22%</b>
<b>PROFESSIONALS FEES</b>				
Accounting and Audit	0.00	0.00	0.00	0.0%
Balloting	3,600.00	4,000.00	-400.00	90.0%
Legal	29,238.30	30,000.00	-761.70	97.46%
Payroll Preparation	564.84	490.45	74.39	115.17%
<b>Total PROFESSIONALS FEES</b>	<b>33,403.14</b>	<b>34,490.45</b>	<b>-1,087.31</b>	<b>96.85%</b>
<b>REIMBURSEMENTS</b>				
Judging Administrator				
Fees	2,500.00	2,500.00	0.00	100.0%
Postage/Supplies	0.00	200.00	-200.00	0.0%
<b>Total Judging Administrator</b>	<b>2,500.00</b>	<b>2,700.00</b>	<b>-200.00</b>	<b>92.59%</b>
<b>Total REIMBURSEMENTS</b>	<b>2,500.00</b>	<b>2,700.00</b>	<b>-200.00</b>	<b>92.59%</b>
<b>RENT AND UTILITIES</b>				
Custodial	2,446.50	2,340.50	106.00	104.53%
Rent	10,568.00	10,568.00	0.00	100.0%
<b>Total RENT AND UTILITIES</b>	<b>13,014.50</b>	<b>12,908.50</b>	<b>106.00</b>	<b>100.82%</b>
<b>SECURITY</b>	<b>194.85</b>	<b>0.00</b>	<b>194.85</b>	<b>100.0%</b>
<b>TAXES</b>				

## TICA

### Profit & Loss Budget vs. Actual

July through October 2017

	<u>Jul - Oct 17</u>	<u>Budget</u>	<u>\$ Over Budget</u>	<u>% of Budget</u>
Property	761.41	0.00	761.41	100.0%
<b>Total TAXES</b>	<u>761.41</u>	<u>0.00</u>	<u>761.41</u>	<u>100.0%</u>
<b>TRAVEL REIMBURSEMENTS</b>				
Employee	0.00	2,000.00	-2,000.00	0.0%
Officers	0.00	0.00	0.00	0.0%
<b>Total TRAVEL REIMBURSEMENTS</b>	<u>0.00</u>	<u>2,000.00</u>	<u>-2,000.00</u>	<u>0.0%</u>
<b>TREND EXPENSES</b>				
Editorial Fees	6,300.00	6,150.00	150.00	102.44%
Publishing and Distribuion	37,810.47	20,832.31	16,978.16	181.5%
<b>Total TREND EXPENSES</b>	<u>44,110.47</u>	<u>26,982.31</u>	<u>17,128.16</u>	<u>163.48%</u>
<b>YEARBOOK</b>				
Editorial Fees	3,500.00	3,500.00	0.00	100.0%
Freight	0.00	57.00	-57.00	0.0%
Reimbursed Expenses	157.35	0.00	157.35	100.0%
<b>Total YEARBOOK</b>	<u>3,657.35</u>	<u>3,557.00</u>	<u>100.35</u>	<u>102.82%</u>
<b>Total Expense</b>	<u>633,734.91</u>	<u>579,997.91</u>	<u>53,737.00</u>	<u>109.27%</u>
<b>Net Ordinary Income</b>	<u>12,784.46</u>	<u>30,875.09</u>	<u>-18,090.63</u>	<u>41.41%</u>
<b>Other Income/Expense</b>				
<b>Other Income</b>				
Interest Income	4,550.89	2,000.00	2,550.89	227.55%
Other Income	-33.05	0.00	-33.05	100.0%
<b>Total Other Income</b>	<u>4,517.84</u>	<u>2,000.00</u>	<u>2,517.84</u>	<u>225.89%</u>
<b>Net Income</b>	<u><u>17,302.30</u></u>	<u><u>32,875.09</u></u>	<u><u>-15,572.79</u></u>	<u><u>52.63%</u></u>

## MARKETING AND BUSINESS DEVELOPMENT

Meeting January 19-21, 2018

Director Marketing & Business Development:      Roeann Fulkerson  
Liaison to Board:    Ellen Crockett and Vickie Fisher

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### **Brief Summation of Immediate Past Business Development Activities:**

TICA celebrated another banner year of growth and brand recognition during 2017. TICA has chartered 38 new clubs in 2017! This documents real continued growth. TICA funded sponsorship for 12 shows outside the U.S. included Serbia, Romania, Croatia, Denmark, and Mexico City... there were 56 sponsored shows within the U.S. The AKC invited TICA to Attend Meet the Breeds, Meet & Compete in February 2017 and it was a wonderful success. The first of many news stories can be found here:

<https://www.nbcnewyork.com/news/local/Werewolf-Cat-Dog-With-Earrings-Now-Running-With-American-Kennel-Club-Pack-468634523.html>

TICA funded the America's Family Pet Expo-TICA's World of Cats in Costa Mesa, CA with a visitor attendance to the event of over 45,000. Other highly successful Pet Exp and TICA Show events were All About Cats Columbus with an attendance of over 15,000, two of the U.K's largest Pet Expos, The Family Pet Show in Manchester and The National Pet Show in Birmingham having a combined attendance over 100,000, the Pet Expo and Feline Agility in Paris, a first and huge success was Super Pet Expo and TICA World of Cats educational event and cat show in Pittsburg, and another first was a TICA Members only cat show and Educational Seminar in June, hosted by Capital Cats Club. This event included several noted speakers. Funding to shows and Expos were made possible by Dr. Elsey Precious Cat partnership with TICA.

In spite of Hurricane Harvey visiting Corpus Christie just before our Annual Celebration, **Vickie Joe Harrison and Toni Jones** pulled off the near impossible and delivered a wonderful show and banquet that will for sure remain in our history as a wonderful success!

TICA achieved another milestone for our brand when TICA was invited to attend and sponsor the **SPCA of San Francisco Feline Symposium in November**. This was a huge success for TICA to be invited to attend and receive recognition by the well-respected, SF SPCA. The attendance by TICA to Veterinarian Conferences during the year have opened many doors of opportunity. TICA was invited to the CABI-UC Davis Animal Symposium and our booth was staffed by Andres Munt and Tatyana Kalani. TICA attended eight Veterinarian Conferences or Symposiums during 2017. The American Association of Feline Practitioners (AAFP) for the third year asked TICA to provide cats for Dr. Ilona Rodan's "Friendly Cat Handling" session. Jackie Rose pulled together eight wonderful local cats in the Denver area.

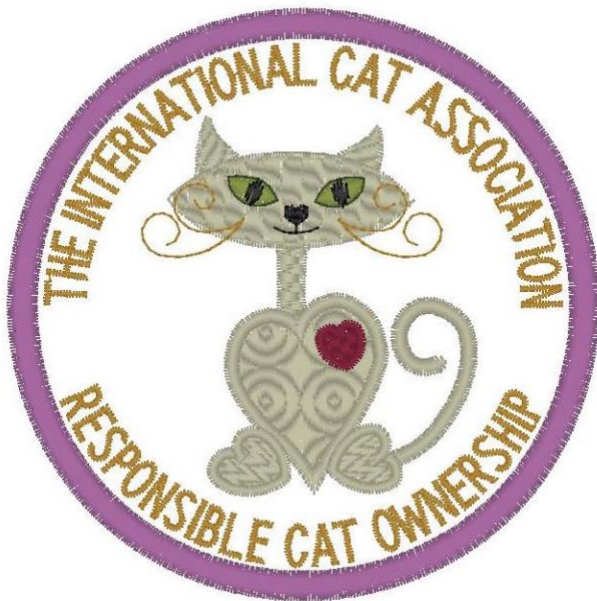
TICA also arranged a private transportation party bus and **took about 18 Veterinarians to the TICA cat show on Saturday afternoon**. This was a huge success because none of the veterinarians had ever attended a cat show previously. During the 40-minute trip from event



hotel to cat show, **Liz Hansen talked about** what's involved with showing cats, TICA and answered questions. Huge thanks go out to each and every TICA Member who helped staff all the Vet Conferences and Pet Expos. It isn't easy because it's extremely exhausting but it's for sure a great deal of fun sharing about TICA with attendees.

### **Current Happenings of Business Development:**

AKC invited TICA back to Meet the Breeds/Meet & Compete in 2018. TICA already attended one Press Preview where Anthony presented a Lykoi as a new breed for TICA. A beautiful photo of the LH Bengal was presented at the same time. This Press Preview garnered numerous stories by AP Wire, CBS, NBC and other coverage outside the U.S. This year at Meet the Breeds TICA will have even greater presence with some fun things added to our area. TICA will offer **"Responsible Cat Care" badges** to the **Girl Scouts of America** at this event. Those who attend the Cat Care 101 fifteen-minute presentation will receive a certificate from TICA (see attached) which they take to the Girl Scout booth and pick up their TICA patch.



1<sup>st</sup> draft sample  
Final will have TICA  
blue trim and a muted  
color fabric background

Another added attraction to the 2018 is the presence of four **Therapy Cat teams** from **PetPartners Therapy Pets** who will each spend two hours in the TICA booth answering questions about cats being great therapy companions and the **TICA Title Award program**. A newly created flyer (available upon request) will be available to visitors for additional information about the program and a new brochure about the TICA Title Award program is under development in partnership with Pet Partners Therapy Animals and TICA. **The National Therapy Animal Day is April 30**, TICA will be doing some promotions, and social media partnering with Pet Partners to help promote this day.

TICA will be designing an all new **TICA World of Cats Visitor Guide** and plans are to create an interesting Activity Book for kids and adults about cats in place of a 2018 coloring book.

**The Denver County Fair** is on the calendar for 2018 with lots of enthusiasm. The event was purchased by the National Western Stock corporation and the new owners reached out to Jackie Rose begging TICA to take over the entire Feline Presence at this event. The previous Kitten Pavilion was voted by the public as the #2 reason they attended the Fair so TICA again has the opportunity to present our pedigreed cats, feline agility, community fun cat show and TICA licensed Championship and HHP show.

Several requests are being received for funds **Educational Events** many tied into alternative format shows, cat congresses, or independent Pet Expos. TICA corporate is happy to help individuals and clubs to produce more learning events for our members. You need to submit a Show Sponsorship Survey, and attached details of what is planned, a budget to reflect what the funds are scheduled to cover, what and how the event plans to promote both TICA and the Sponsor (advertising money from sponsors), all ideas will be reviewed and discussed. Our active members seem to really want more of this type educational events and we want to deliver.

TICA receives somewhere close to half a dozen or more requests a month for “expert input/interviews” from numerous media outlets. A recent post on FaceBook shared, “**When I asked Google Alexa** how many cat species are there?” Alexa replied, “The International Cat Association has 71 breeds of cats.” **Now think about this...** TICA hasn’t had 71 recognized breeds for very long. However, the super media coverage TICA received by Anthony Hutcherson attending the Press Preview in NYC on January 10, to share our two newest breeds, taking the number to 71, may have had the impact for the Artificial Intelligence machine Alexa, to have our information very handy for her reply!!!

TICA has **sponsored the Online Community Cats Podcast and Outreach**, also the virtual (online) conference taking place **January 26-28**. a great opportunity for cat caretakers to gather and share valuable information and resources. It has a great lineup of speakers including The Kitten Lady Hannah Shaw. TICA is the Lead Sponsor and will receive:

- Acknowledgment Every Day of the Webinar Series (with the possibility of a short webcam promotion)
- Logo (with link) sent out to all registrants
- Logo on the Community Cats Website and the [OnlineCatConference.com](http://OnlineCatConference.com) website
- Full month sponsorship of the Community Cats Podcast (60 second promo)
- Logo for the month on the Community Cats Podcast website.
- Interview with a representative on the Community Cats Podcast
- 5 social media posts (Facebook, Twitter, Pinterest, Instagram)
- **6 free conference registrations – Need names & emails by Tuesday Jan 26**

## **TWITTER**

**Copy for tweeting:**

Join our friends over at @communitycatsp1 for the first ever Online Cat Conference Jan. 26-28! Hear from experts including @kittenxlady & @HumaneSociety on how best to help our community cats. We can't wait! Details at [onlinecatconference.com](http://onlinecatconference.com) #Cats @OnlineCatConference #Rescue

### **FACEBOOK/INSTAGRAM**

#### **Copy for posting:**

Join our friends @communitycatspodcast for the first ever Online Cat Conference Jan. 26-28! The virtual event will include interactive elements such as chats and Q&A functions, giveaways, raffles, playback functionality and resources. Confirmed speakers include @kittenxlady, @humanesociety and many more. Additional details and tickets are available at [onlinecatconference.com](http://onlinecatconference.com).

**KindredBio**, a pharmaceutical company TICA meet at Veterinarian Conferences reached out to us for “demo” cats to staff their booth at the VMX (formerly NAVC-North American Vet Conference) in Orlando, FL, held February 3-7, 2018. The cats will be used to help teach Veterinarians and Vet Techs how to properly determine proper weight and muscle on cats. TICA will have three cats in good show weight and condition and three senior cats who have lots muscle and weight due to age. Two of the cats will be domestic Household Pets, as this was requested from KindredBio staff.

TICA will **conference call with Paul Uhl, Design Associates Inc**, Vickie Fisher, Christina Duffney, Michael Hogan and myself Wednesday, January 24, to discuss redesign options of TICA website. A list of topics will be discussed regarding the public website, members, so the revamp can tie into the business segments of TDS smoothly. We will incorporate good readability, ease of communications, and plan to incorporate numerous suggestions that have been shared regarding easier location and access of our online services and products. i.e. Memberships, Cattery and Litter Registrations, etc. This is a fact-finding conference call where many questions should be answered. We need to move forward with a cohesive website to serve everyone.

#### **Future Projections for Business Development:**

The TICA website has already been mentioned above. The **FaceBook and Twitter** accounts also have outlines created for improving followers. As of today, the TICA Corporate FB page has 39,994 likes. The **goal** was to receive **40,000 by year ending 2017 and the team did get pretty close!**

The **Pet Effect** and **HABI** both provide and encourage the utilization of information and downloading of materials at [www.thepeteffect.org](http://www.thepeteffect.org) or <https://veterinarian.thepeteffect.org/>. It is the best way to gain access to The Pet Effect resources. “We encourage everyone to visit the site, download material,” says Lauren Gibb, Marketing Manager for Zoetis.

**Mars, Wisdom Health**, Katie Lytle has reached out to TICA with a request for collaboration with creating cat content. Because cat breeds are so much less well known in general than dog breeds, Wisdom Health thought some **breed-specific educational content** would be

useful. Here is a sample that was created for a dog breed. Just imagine TICA helping Mars/Wisdom Health create one of these cat breed videos for each of our 71 breeds. The opportunity for TICA to work with creating this gives assurance the information will be accurate. <https://www.youtube.com/watch?v=4FuQoVutZtg>

TICA will attend **two industry Tread Shows** in 2018. TICA will have a kitten **Agility set-up** and **Therapy Cats** at these events by Dr. Elsey's invitation. Dr. Bruce Elsey from Precious Cat Products directly purchased commercial booths at both **Global Pet** in Orlando, FL, March 21-13, Orlando Convention Center and **Super Zoo** in Las Vegas, NV, June 26-28, Mandalay Bay Convention Center. These are both international Tread Shows for the Pet Industry. Global Pet has over 3,400 booths, and launches over 3,000 new products at this event. Super Zoo is the must-attend event of the year for pet professionals from across the globe, it introduces attendees to the industry trends, insights and players who can put exhibitors on the path toward a bigger, better business in 2018. For TICA to have the opportunity of our pedigreed cats, educational material, and exposure to the vast assortment of retailers, multi-chain big box retailers, pet service professionals, the exposure for TICA cannot be over stated! **Thank you**, Dr. Elsey, for making this possible for TICA.

TICA has received requests for **presentations and Agility demonstrations** at two Florida, **districts summers schools**. We will be setting up a smaller Agility Ring, bring demo cats and share with students who TICA is, what we do, and how to get involved. This is a terrific way to engage the younger community and expose them to pedigreed cats or even their household pet cats.

TICA will be attending eight **Veterinarian Conferences** in 2018. It is also looking like we will have at least **five Pet Expos** where TICA will be the Feline Presence at the event.

**Club Show Sponsorships Surveys** have already been coming in fast. We have already processed and awarded over forty shows with sponsor funds. It would be a GREAT idea for Regions to get your request for Regional Show Sponsorship in quickly. Go to the Members Tab on [www.tica.org](http://www.tica.org) after the Members page loads, select Club Information from the left tab and scroll down the page. The surveys are available there in both .docx and .pdf formats. Once completed, email to and only to: [ShowSponsorship@tica.org](mailto:ShowSponsorship@tica.org) Please know, it takes 45 to 60 days to process after your survey is received.

**TICA logos!!** The **new and correct TICA logos** are available online at our website. <http://tica.org/en/marketing/tica-logos> We also have a DropBox folder that has every style, including transparent and white on white, you can send me an email to access or by next week ALL styles and file formats should be available at the above hyperlink on our website.

### **Action Items:**

Consideration to be given for a part-time professional to work exclusively on TICA's social media presence. TICA now has numerous corporate partners, corporate affiliates, and businesses who want to co-share with TICA's growth in Social Media segment. This requires a

part time person to focus singularly on receiving and developing material and postings/co-postings for TICA. This will give TICA the chance to constantly post on FB, Twitter, Instagram, SnapChat, etc. what TICA is doing and where we are at all times internationally.

Respectfully Submitted,  
Roeann Fulkerson  
[RFulkerson@tica.org](mailto:RFulkerson@tica.org)

## CODE OF ETHICS

I am a member in good standing of The International Cat Association (TICA) and have a TICA registered CATTERY.

I will breed with discrimination, and only if I can find appropriate homes for my kittens.

I will place kittens only in homes that I believe will provide a life-long commitment of love, appreciation, and responsible care.

**Any kitten or cat sold as a pet/companion will be sold under the following conditions:**

- I will guarantee that the kitten/cat is in good health at the time of sale.
- I will urge the purchaser to have the kitten/cat examined by the purchaser's own veterinarian within a few days of purchase to confirm its good health.
- I will require that the kitten be spayed or neutered NO LATER THAN 12 months of age and not be allowed to produce any offspring.
- I will explain to the purchaser the dangers of an outdoor environment.
- I will provide a written sales agreement that describes all the terms of the sale. I will abide by my own sales agreement.
- I will provide the TICA registration application form and/or pedigree for the kitten/cat ONLY after I have received written evidence from a licensed veterinarian that the kitten/cat has been altered.
- \*Every effort will be made to spay/neuter every pet kitten/cat prior to leaving Breeder.**
- I will encourage the purchaser to contact me if the purchaser has any questions and I will respond in a timely manner.
- I will not release a kitten until it has been inoculated at least twice against the following: Panleukopenia, Feline Rhinotracheitis, and Calicivirus. I also may choose to give other vaccinations.

**I understand if the Executive Office (Executive Office) receives three (3) complaints in any single twelve (12) month period, the Outstanding CATTERY Certificate will be suspended and I will not be allowed to reapply for twelve (12) month period.**

**-I agree to respond in a timely fashion to any inquiries from the EO or my RD (regional director) regarding my CATTERY, my cats or any cats/kittens that have been placed as pets or with any other breeder catteries.**

**- I will provide a signed CATTERY evaluation form, with a passing score and a signed Outstanding CATTERY Code of Ethics annually. (May 1 – April 30)**

I have read and agree to abide by the above **Outstanding CATTERY** ~~Voluntary~~ Code of Ethics.