

2021 Spring Meeting Minutes

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The International Cat Association

Conflict of Interest Policy

Article I: Purpose

The purpose of the conflict of interest policy is to protect The International Cat Association's (the Association) (a tax-exempt organization) interest when it is contemplating entering into a transaction or arrangement that might benefit the private interest of an officer or director of the Association, might result in a possible excess benefit transaction or may be a non-financial perceived, real or potential conflict which might preclude an interested person in performing impartially their responsibility to the Association. This policy is intended to supplement but not replace any applicable state and federal laws governing conflict of interest applicable to nonprofit organizations.

Article II: Definitions

1. Interested Person. Any director, principal officer, or member of a committee with governing board delegated powers, who has a direct or indirect financial interest, as defined below, is an interested person.

2. Financial Interest. A person has a financial interest if the person has, directly or indirectly, through business, investment, or family:

a) An ownership or investment interest in any entity with which the Association has a transaction or arrangement,

b) A compensation arrangement with the Association or with any entity or individual with which the Association has a transaction or arrangement, or

c) A potential ownership or investment interest in, or compensation arrangement with, any entity or individual with which the Association is negotiating a transaction or arrangement. Compensation includes direct and indirect remuneration as well as gifts or favors that are not insubstantial.

A financial interest is not necessarily a conflict of interest. Under Article III, Section 2, a person who has a financial interest may have a conflict of interest only if the appropriate governing board or committee decides that a conflict of interest exists.

3. Non-financial conflicts of interest. Situations and influences which may present the risk that an interested person might make a decision based on, or affected by these influences, rather than in the best interests of the Association. Voting on judging acceptances and advancements, disciplinary actions, hiring employees or contractors and voting on complaints may give rise to non-financial conflicts of interest.

Article III: Procedures

1. Duty to Disclose. In connection with any actual or possible conflict of interest, an interested person must disclose the existence of the financial interest and be given the opportunity to disclose all material facts to the directors and members of committees with governing board delegated powers considering the proposed transaction or arrangement.

2. Determining Whether a Conflict of Interest Exists. After disclosure of the financial interest and all material facts, and after any discussion with the interested person, he/she shall leave the governing board or committee meeting while the determination of a conflict of interest is discussed and voted upon. The remaining board or committee members shall decide if a conflict of interest exists.

3. Procedures for Addressing the Conflict of Interest.

a) An interested person may make a presentation at the governing board or committee meeting, but after the presentation, he/she shall leave the meeting during the discussion of, and the vote on, the transaction or arrangement involving the possible conflict of interest.

b) The chair of the governing board or committee shall, if appropriate, appoint a disinterested person or committee to investigate alternatives to the proposed transaction or arrangement.

c) After exercising due diligence, the governing board or committee shall determine whether the Association can obtain with reasonable efforts a more advantageous transaction or arrangement from a person or entity that would not give rise to a conflict of interest.

d) If a more advantageous transaction or arrangement is not reasonably possible under circumstances not producing a conflict of interest, the governing board or committee shall determine by a majority vote of the disinterested directors whether the transaction or arrangement is in the Association's best interest, for its own benefit, and whether it is fair and reasonable. In conformity with the above determination it shall make its decision as to whether to enter into the transaction or arrangement.

4. Violations of the Conflicts of Interest Policy

a) If the governing board or committee has reasonable cause to believe a member has failed to disclose actual or possible conflicts of interest, it shall inform the member of the basis for such belief and afford the member an opportunity to explain the alleged failure to disclose.

b) If, after hearing the member's response and after making further investigation as warranted by the circumstances, the governing board or committee determines the member has failed to disclose an actual or possible conflict of interest, it shall take appropriate disciplinary and corrective action.

Article IV: Records of Proceedings. The minutes of the governing board and all committees with board delegated powers shall contain:

1. The names of the persons who disclosed or otherwise were found to have a financial interest in connection with an actual or possible conflict of interest, the nature of the financial interest, any action taken to determine whether a conflict of interest was present, and the governing board's or committee's decision as to whether a conflict of interest in fact existed.

2. The names of the persons who were present for discussions and votes relating to the transaction or arrangement, the content of the discussion, including any alternatives to the proposed transaction or arrangement, and a record of any votes taken in connection with the proceedings.

Article V: Compensation

1. A voting member of the governing board who receives compensation, directly or indirectly, from the Association for services is precluded from voting on matters pertaining to that member's compensation.

2. A voting member of any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Association for services is precluded from voting on matters pertaining to that member's compensation.

3. No voting member of the governing board or any committee whose jurisdiction includes compensation matters and who receives compensation, directly or indirectly, from the Association, either individually or collectively, is prohibited from providing information to any committee regarding compensation.

Article VI: Annual Statements.

Each director, principal officer and member of a committee with governing board delegated powers shall annually sign a statement which affirms such person:

- Has received a copy of the conflicts of interest policy,
- Has read and understands the policy,
- Has agreed to comply with the policy, and
- Understands the Association is a not for profit entity and in order to maintain its federal tax exemption it must engage primarily in activities which accomplish one or more of its tax-exempt purposes.

Article VII: Periodic Reviews

To ensure the Association operates in a manner consistent with tax-exempt purposes and does not engage in activities that could jeopardize its tax-exempt status, periodic reviews shall be conducted. The periodic reviews shall, at a minimum, include the following subjects:

- Whether compensation arrangements and benefits are reasonable, based on competent survey information, and the result of arm's length bargaining.
- Whether partnerships, joint ventures, and arrangements with management organizations conform to the Association's written policies, are properly recorded, reflect reasonable investment or payments for goods and services, further charitable purposes, and do not result in inurement, impermissible private benefit, or in an excess benefit transaction.

Article VIII: Use of Outside Experts

When conducting the periodic reviews as provided for in Article VII, the Association may, but need not, use outside advisors. If outside experts are used, their use shall not relieve the governing board of its responsibility for ensuring periodic reviews are conducted.

Update Genetic Registry – Spring meeting 2021

Members of the working Group:

Liesbeth van Mullem (chair), Liz Brown, Roeann Fulkerson, AC Joseph, Adriana Kajon, Danny Nevarez, Brenda Russo, Lorraine Shelton, Sarah Louise Walker, Elaine Weitz

This working group was formed on request of the Board of Directors at the Spring meeting 2020. In the first few months we discussed several topics, e.g. the DNA data we would want to register as TICA, the responsibilities of the parties involved, and which information should / could be added to the official pedigree. To further develop our ideas we looked at other registries and their pedigrees as a benchmark.

As the space on our TICA pedigrees is limited we discussed which DNA data we thought would be the most valuable for our clients.

Our findings can be summarized as follows:

- Available DNA data related to health can be a vital tool to improve breeding programs and the health of cats in general.
- At this moment different laboratories already offer a large number of different DNA tests. The number of different DNA test results will only increase in the coming years with new technology and further research.
- Any data is only as good as its input and as such a solid identification procedure, like a vet ID verification before the data is entered, is important. However, at this moment there are a lot of cats tested without such a verification process and it would be a loss when these data could not be incorporated in our database.
- As a group our priorities for adding DNA data to our pedigrees would be:
 - I. Confirmed parentage
 - II. Breed Specific diseases
 - III. Blood type
 - IV. Coat colour (generic)
 - V. Breed Specific Morphology
 - VI. Breed Specific coat texture (e.g. rexing)
 - VII. Coat colour (specific)
 - VIII. Coat length
- However, the available space on TICA's pedigree to add DNA test results is limited, especially on the 5-generation pedigrees.

In light of these findings our advice is to:

- Expand our database to be able to incorporate all available DNA results per registered cat;
- Include an indicator per DNA result whether or not this data was obtained by a sample taken by the owner or an independent third party, e.g. vet (with chip identification);

- Add a code to the pedigree of a cat (e.g. QR code or web link) which will link online to all available DNA data of the cat, its parents and grandparents in our database;
- Involve the Breed Committees and the Genetics Committee to provide guidelines and advice to breeders on the recommended DNA tests per breed.

Other observation

During our discussions one other topic came up which is related to this discussion. At this moment it is possible to register a cat / kitten as non-standard at the time of registration.

Two observations:

- This information is not always correctly registered at the Executive Office. The good news is that we were informed that with the implementation of the new IT system Salesforce this first issue should be solved.
- Once it is registered this information does not show up on our registration slips or pedigrees. This is an omission in our registration while this can be valuable information for breeders. E.g. a non-curly Selkirk Rex is registered as a non-standard Selkirk Rex but after registration this information is not “available” anymore.

Overall Summary

- Standing Rule 307.6.3: After the transfer of breeds out of Category V to another Category it is no longer possible to register any additional non-domestic source species in the Foundation Registry. The only possible registration is offspring of TICA registered cats with a non-domestic feline in the three-generation pedigree which are only registered with the aim to breed out the non-domestic source species. This 307.6.3 takes effect December 31, 2021
- Non-Domestic Committee representing the 3 affected breeds and others formed to educate members and to come up a solution.
- Flyers were created for the 3 breeds to educate

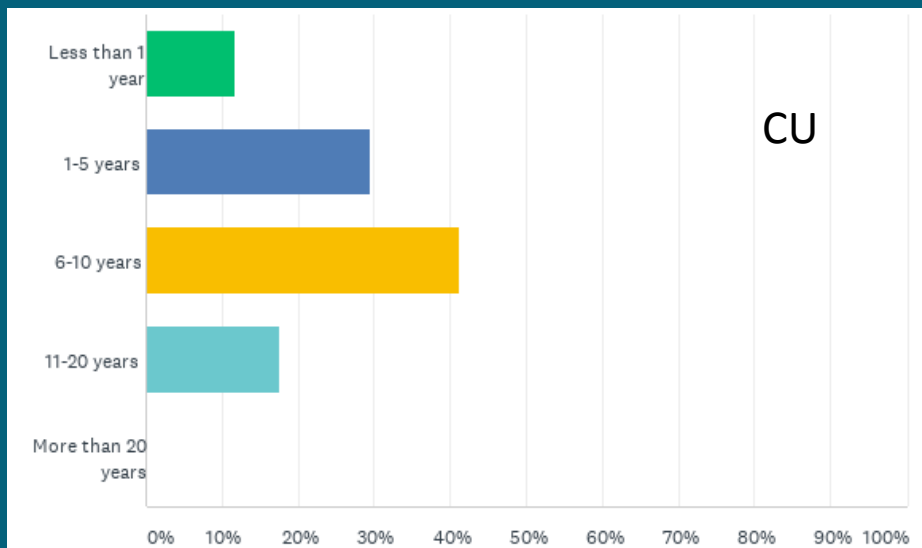
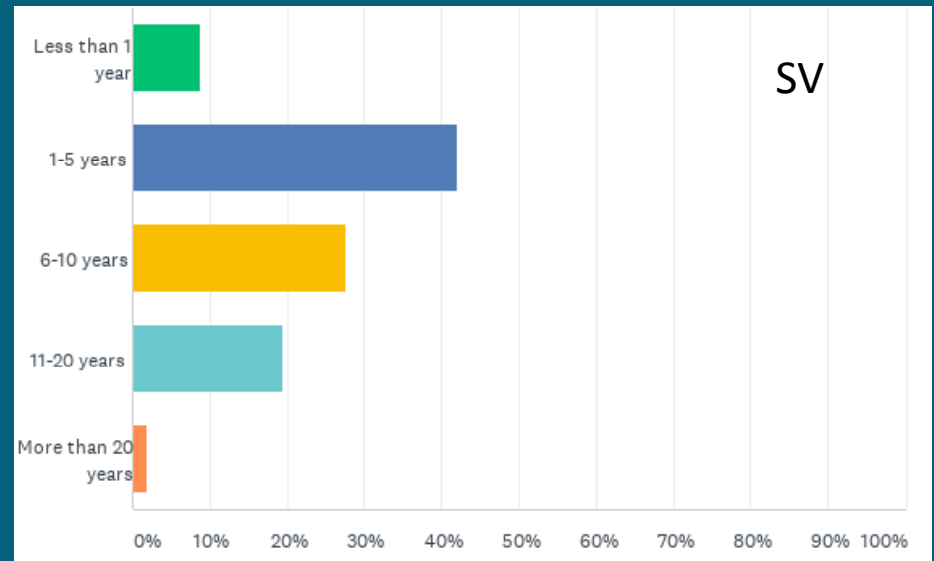
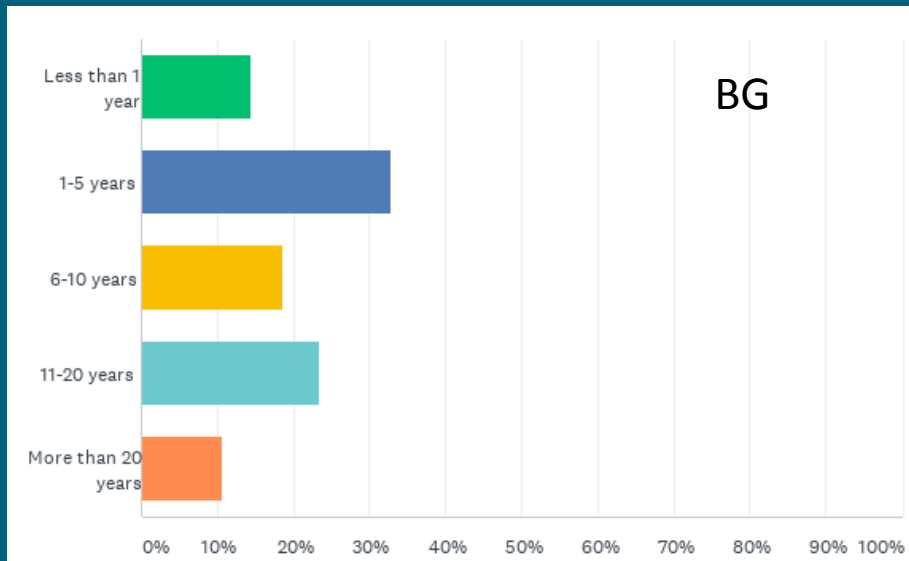
Overall Summary

- Once ALCs/Servals/JungleCats are put on the CITES Appendix 1 list, any movement, breeding and ownership will be regulated including "captive born" animals.
- Once a country is a signatory to CITES they have to follow the rules as to "trade" which includes ownership, breeding as well as sales/transfers internationally. Even movement and breeding internally to a country would be subject to permits.
- Private individuals that might currently own these species will no longer be able to legally breed them nor sell the offspring within the country let alone ship them internationally without CITES permits.

Overall Summary

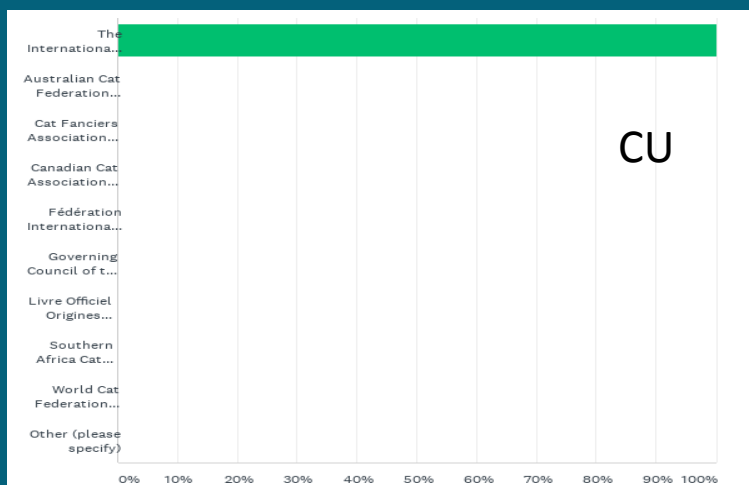
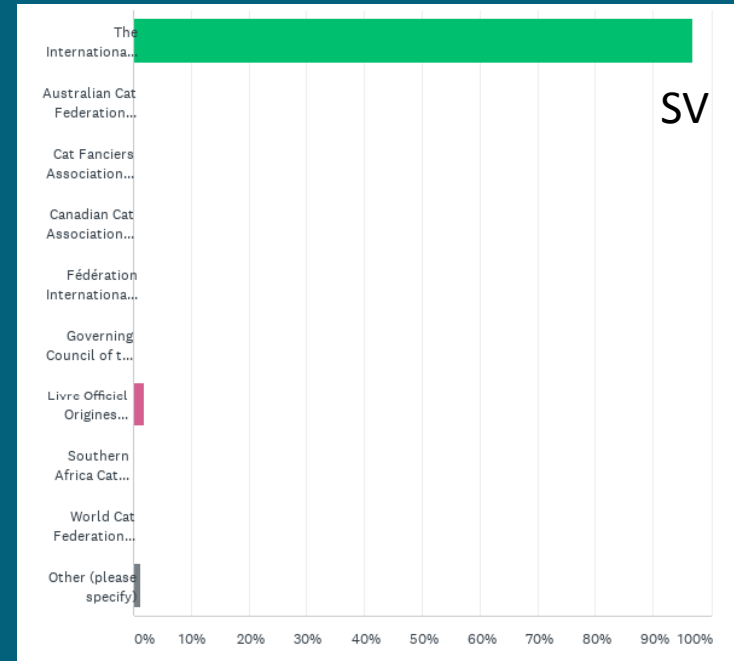
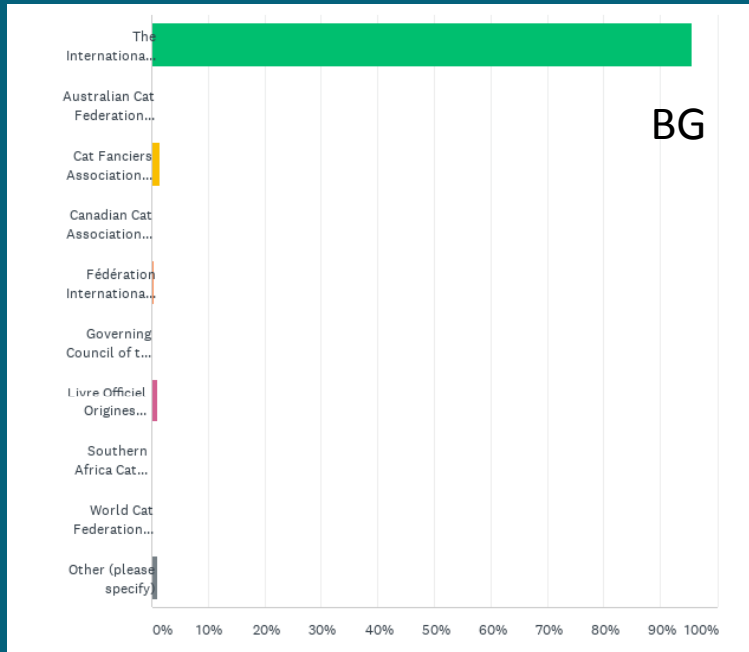
- Surveys fielded in late January 2021 to members of BG, SV, and CU breed groups; i.e., TICA members in good standing
- In January there were 8,232 members of TICA. 2,289 of these are the 3 breed groups affected by this Standing Rule. That is 28% of TICA's membership.
- Responses from 430, 163, and 17 , and individuals from the 3 breed groups, respectively
- Responses collated in this presentation and are summarized.

Q1: I have been breeding



	BG	SV	CU
Less than 1 year	62	14	2
1-5 years	138	67	5
6-10 years	78	44	7
11-20 years	98	31	3
More than 20 years	45	3	0

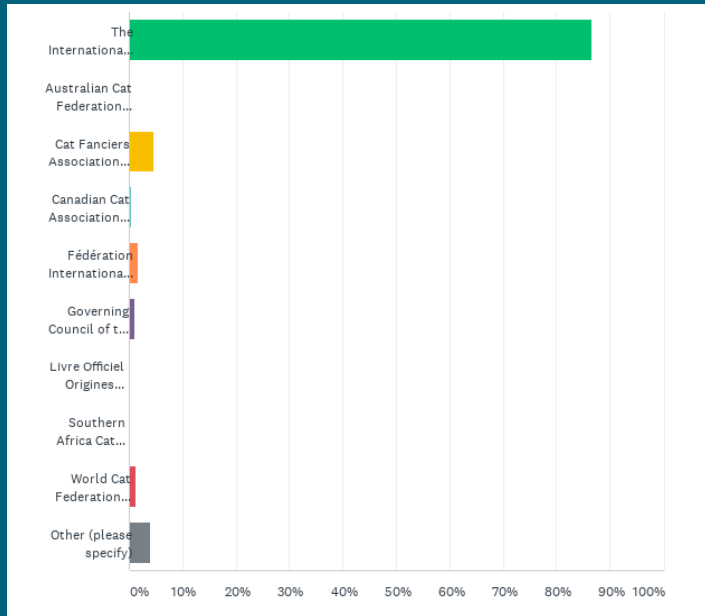
Q2: My main Registry for pedigree and registration



	BG	SV	CU
TICA	401	154	17
CFA	6		
Fife	2		
LOOF	4	3	
Other	5	2	

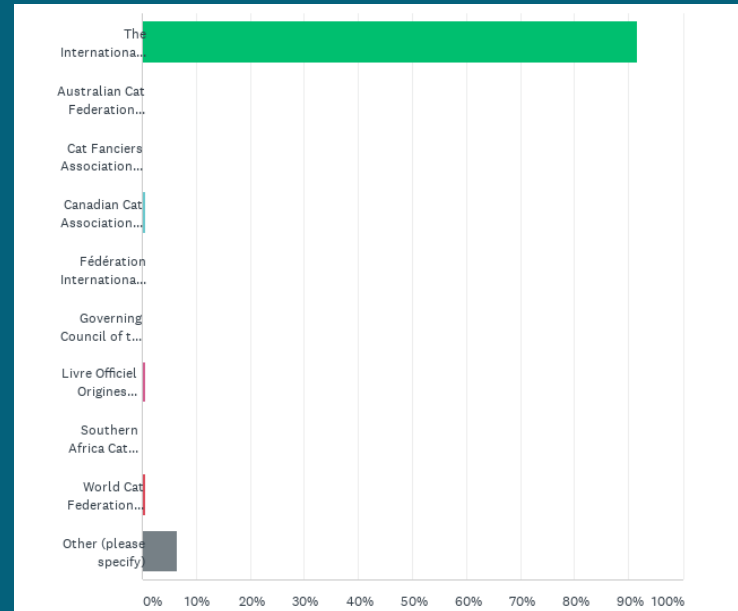
Q3: Where I show

BG



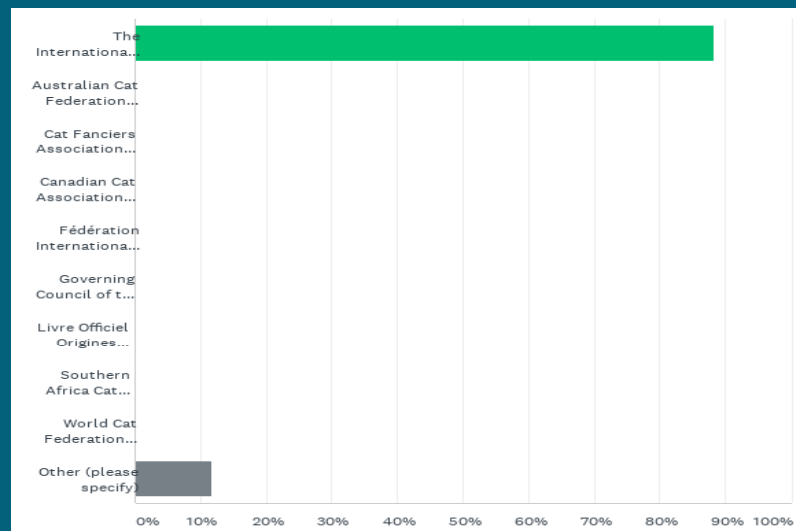
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16

SV



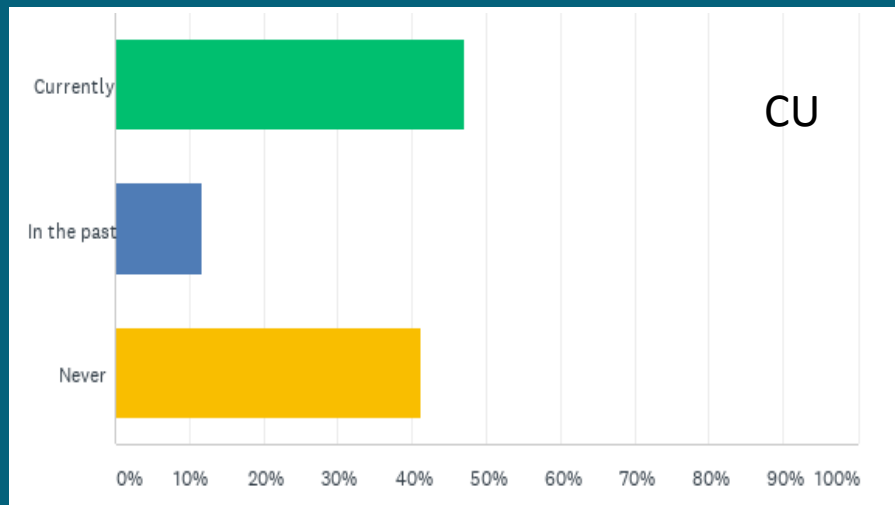
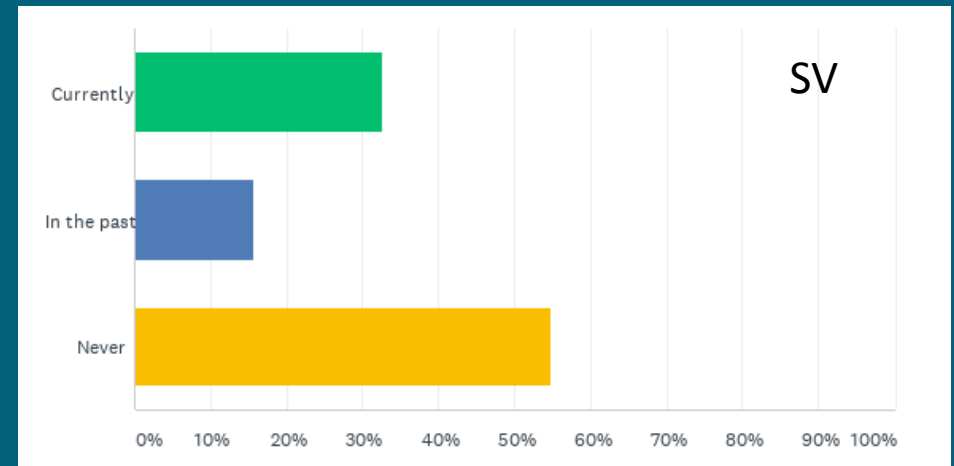
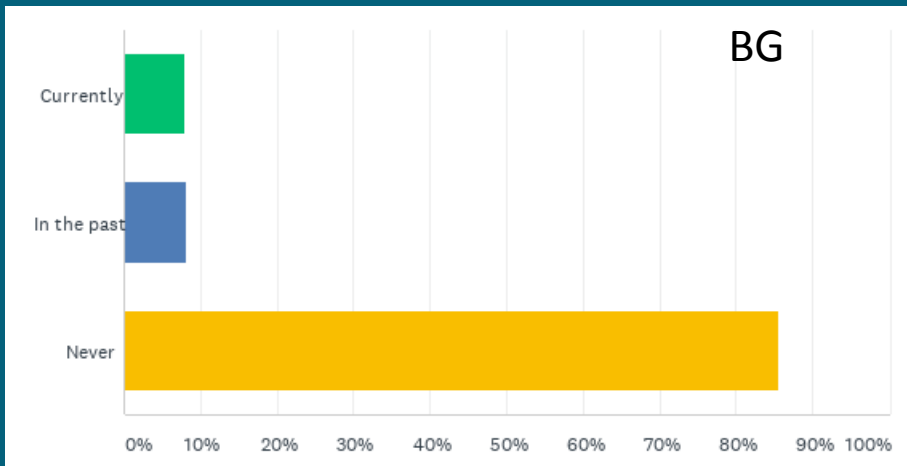
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CU



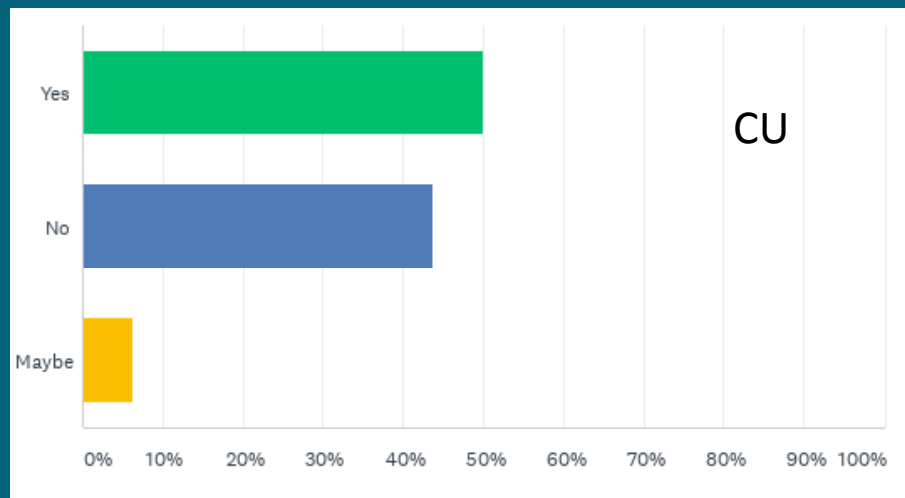
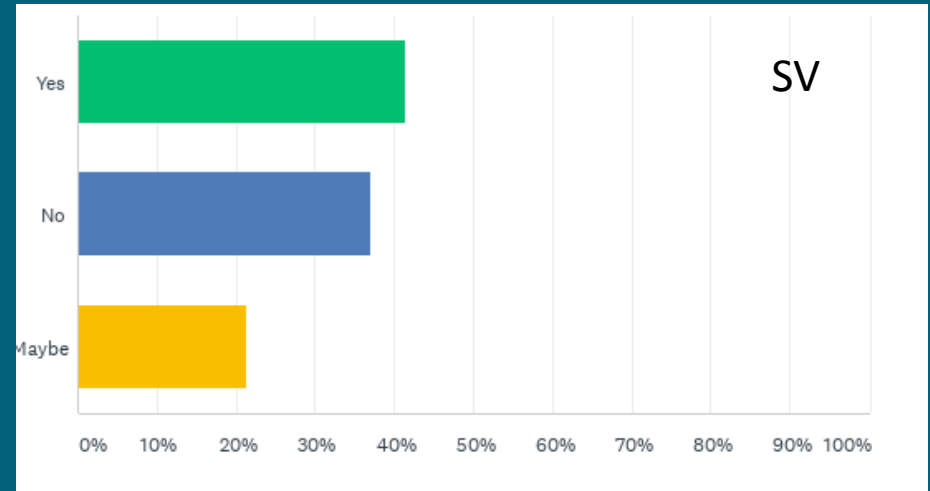
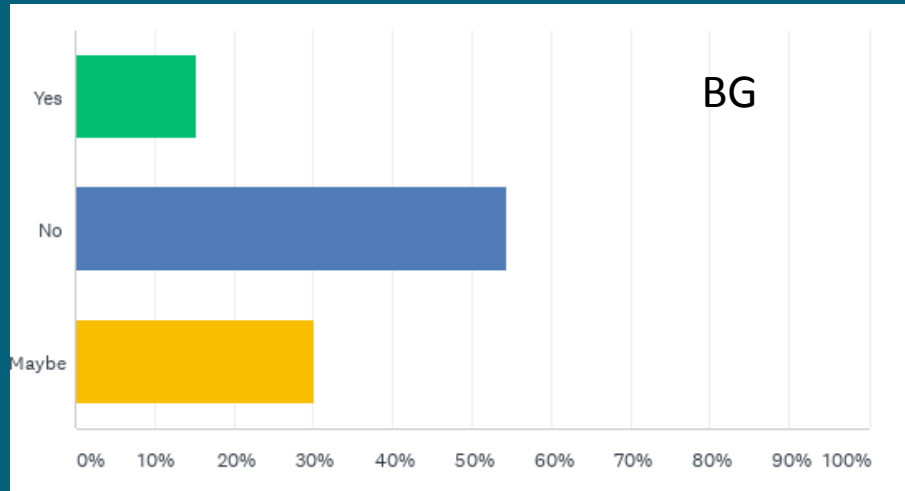
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Q4: In my breeding program I work with Non-Domestic (ND) Species:



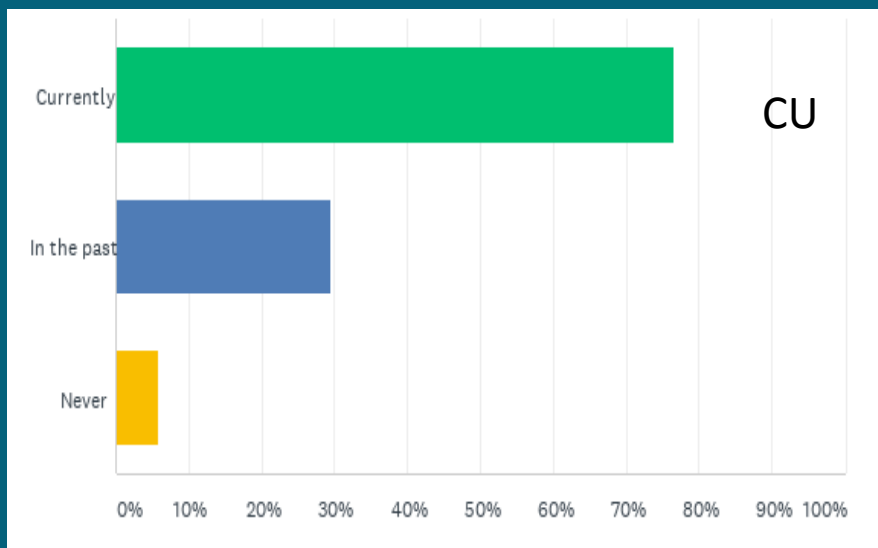
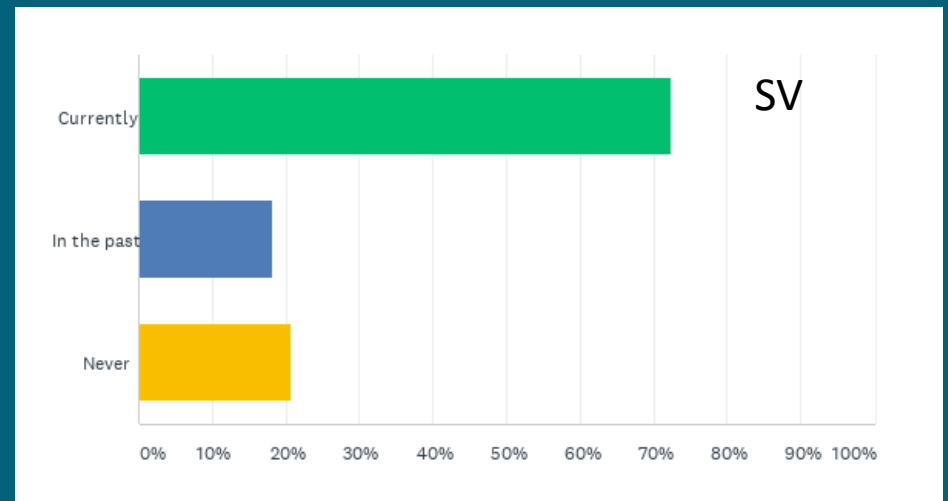
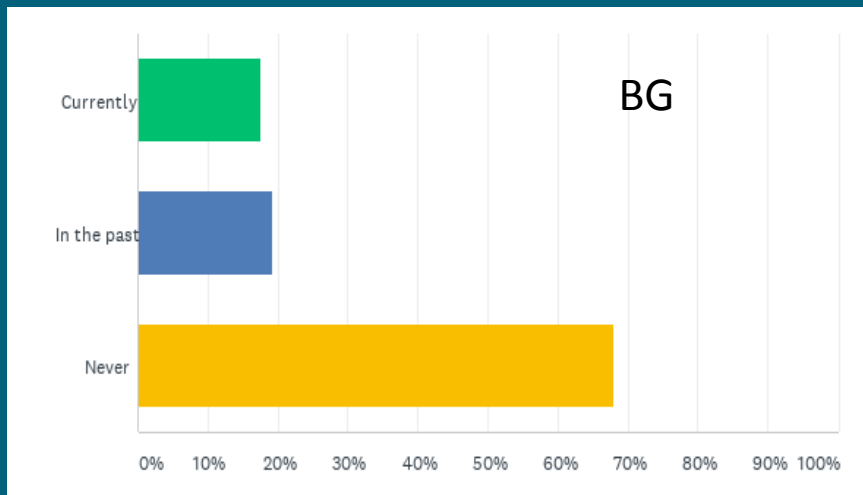
	BG	SV	CU
Currently	33	52	8
Past	34	25	2
Never	356	87	7

Q5: I plan to work with Non-Domestic Species:



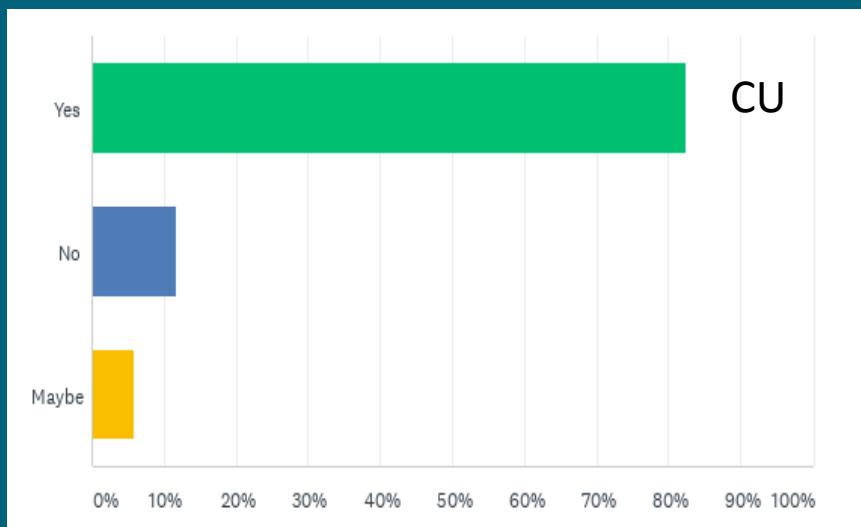
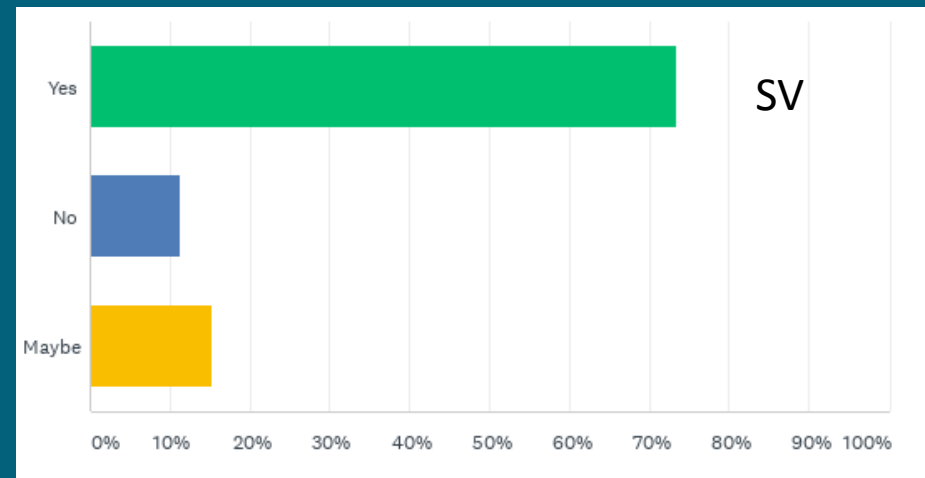
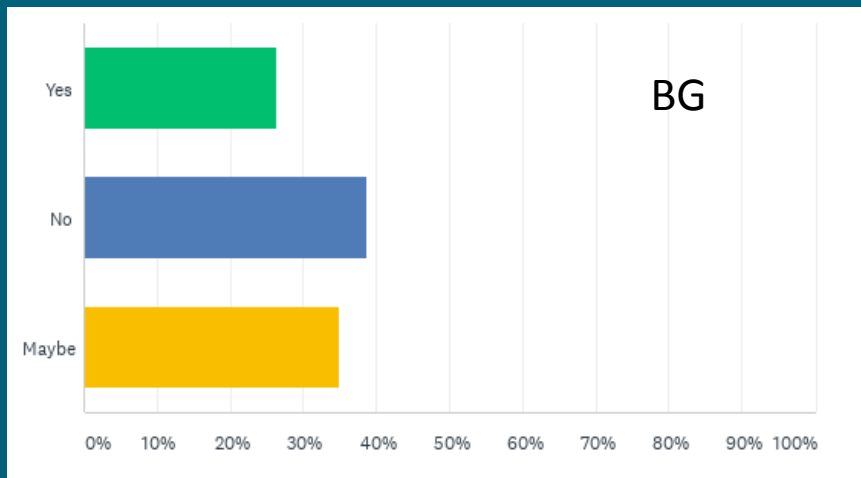
	BG	SV	CU
Yes	64	66	8
No	230	59	7
Maybe	126	34	1

Q6: In my breeding program I work with Early Generation cats:



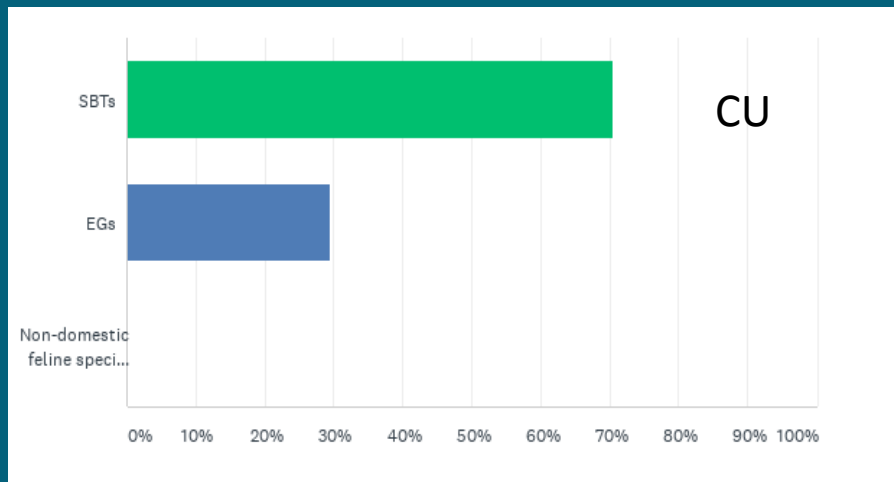
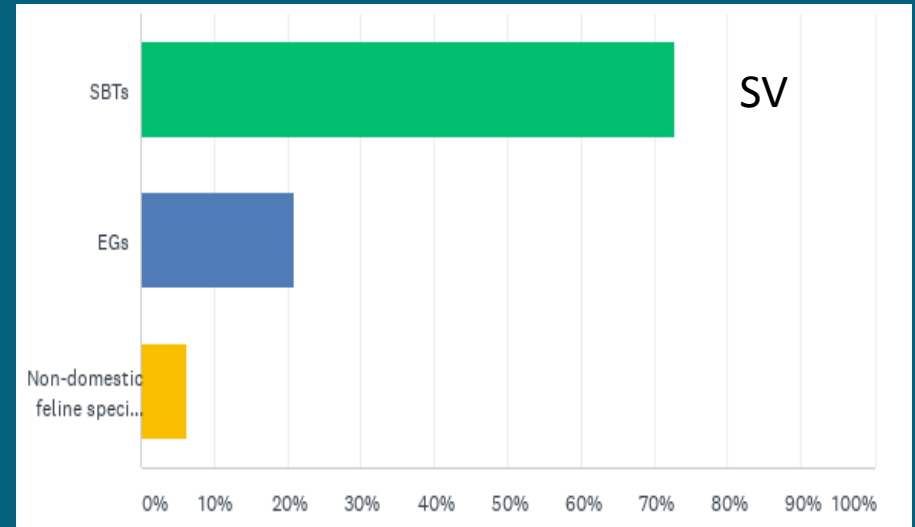
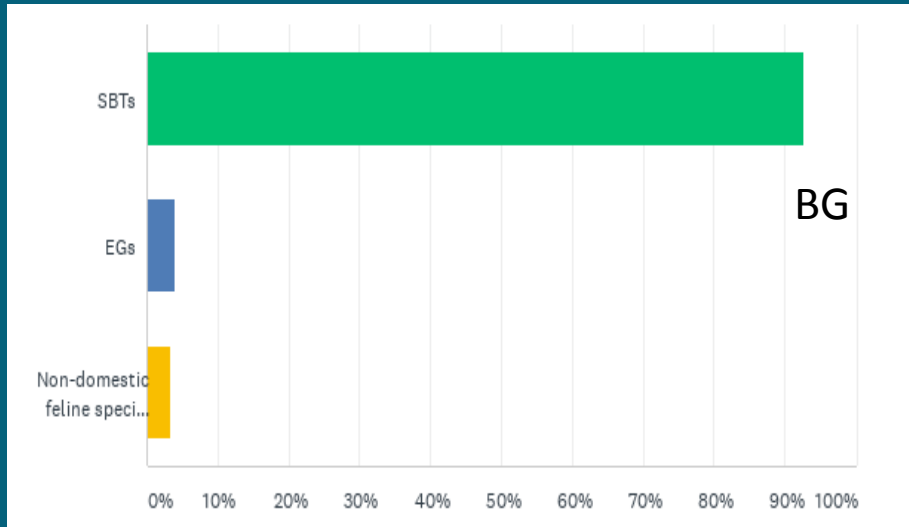
	BG	SV	CU
Currently	73	115	13
Past	80	29	5
Never	286	33	1

Q7: In my breeding program I plan to work with Early Generation cats:



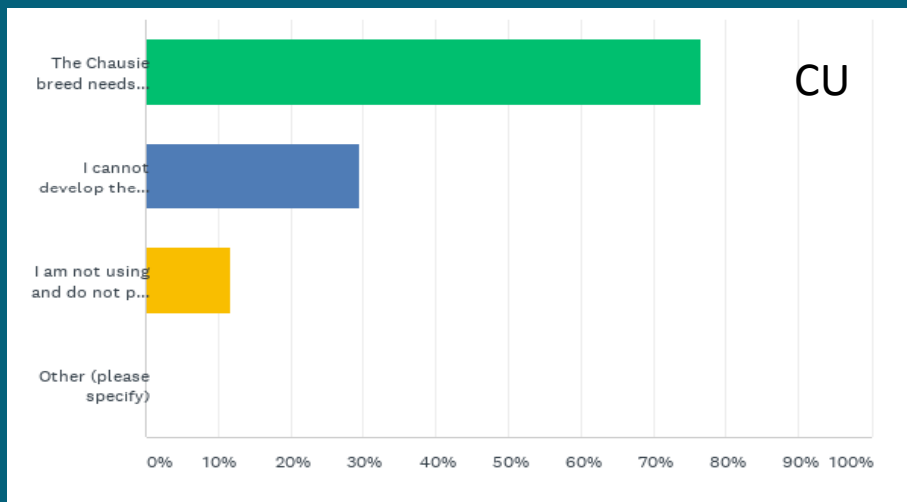
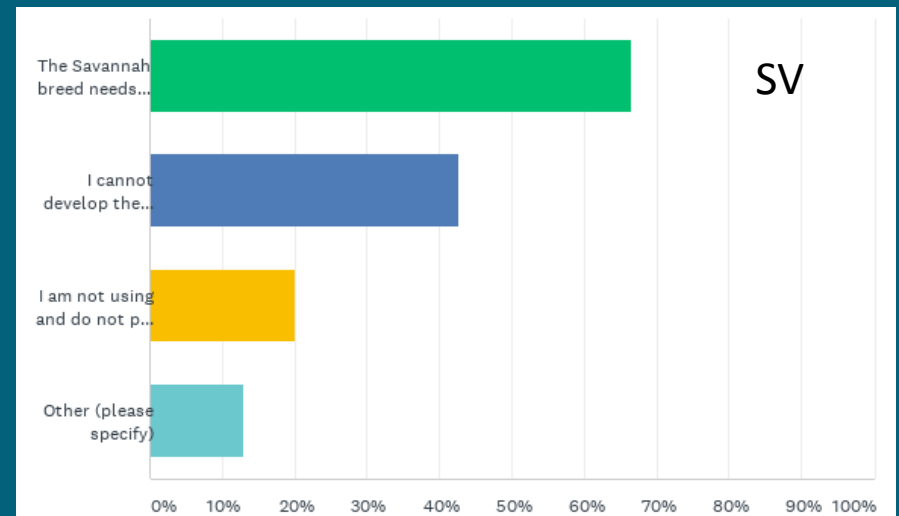
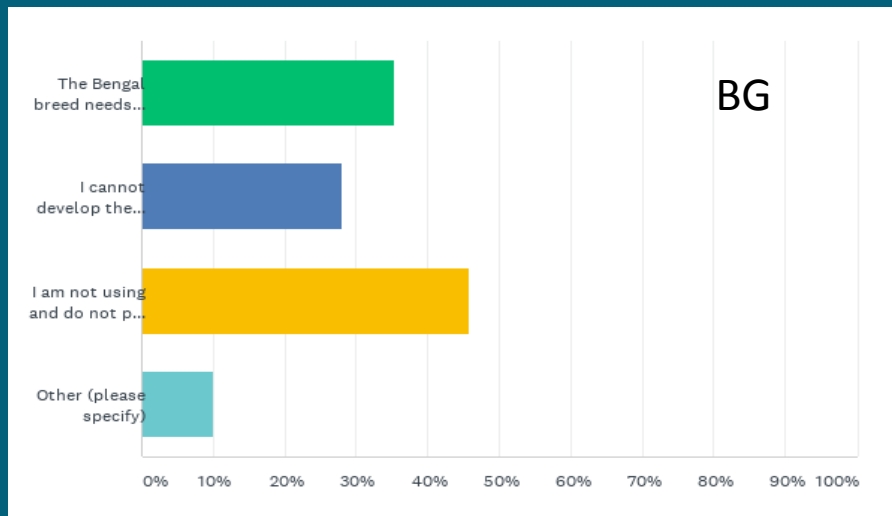
	BG	SV	CU
Yes	110	116	14
No	163	18	2
Maybe	147	24	1

Q8: The primary focus of my program is to produce:



	BG	SV	CU
SBTs	380	115	12
EGs	16	33	5
Non-D	14	10	0

Q9: I use Non-domestic or EGs because:



	BG	SV	CU
Genetic Diversity	141	103	13
Appearance	112	66	5
I don't use	183	31	2
Other	40	20	0

Q9: I use Non-domestic or EGs because:

Other Responses Bengals (examples):

(mostly repeat of multiple choice options)

- I like the Structure of the Alc and F 1s
- I love Foundations
- The choice to use ALC should not be up to TICA
- ... many wild traits that were passed over in previous years that I want to bring into my program - small rounded ears being one.
- The ALC is the cornerstone of the Bengal breed, and having the ability to occasionally use this special resource to add genetic diversity, genetic traits is a rare gift that should not be relinquished
- I would simply like the option to use EGs if I feel that they can contribute to my breeding program in some way

Q9: I use Non-domestic or EGs because:

Other Responses Savannahs (examples):

(mostly repeat of multiple choice options)

- F3's have desirable behavioral traits that get watered down or lost at F4 F5 levels.
- If we don't still allow Serval's and EG's the breed will eventually just be a domestic tabby cat breed. We need the to improve the Savannah breed. By not using them people will just breed them and not register them creating a lot of backyard breeders. It is very Rewarding to have the TICA registration on all Savannah cats.
- EGs are wonderful pets and many people desire to own a F1-F3. I want to own them as pets and I believe it is important that we continue to protect these generations with pedigrees and encourage good breeders to produce them. Otherwise EGs will degrade in quality and the market will be full of scammers with no reputable options for honest pet buyers.

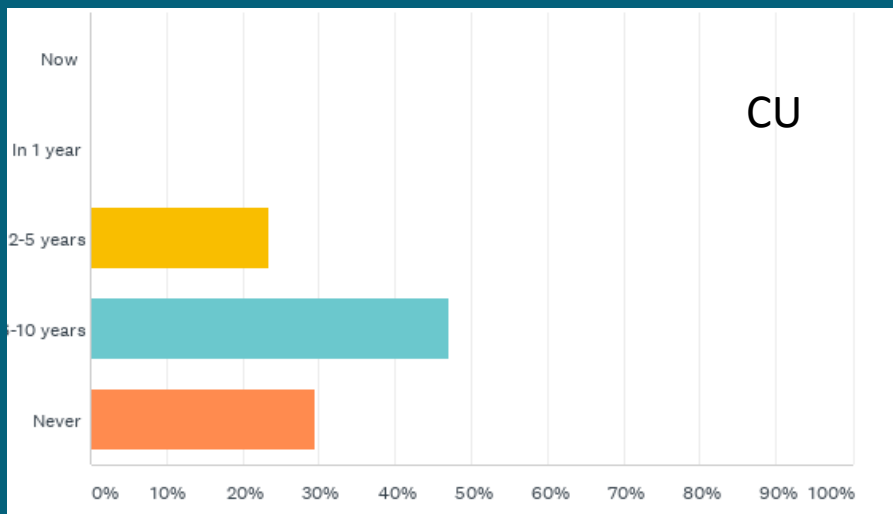
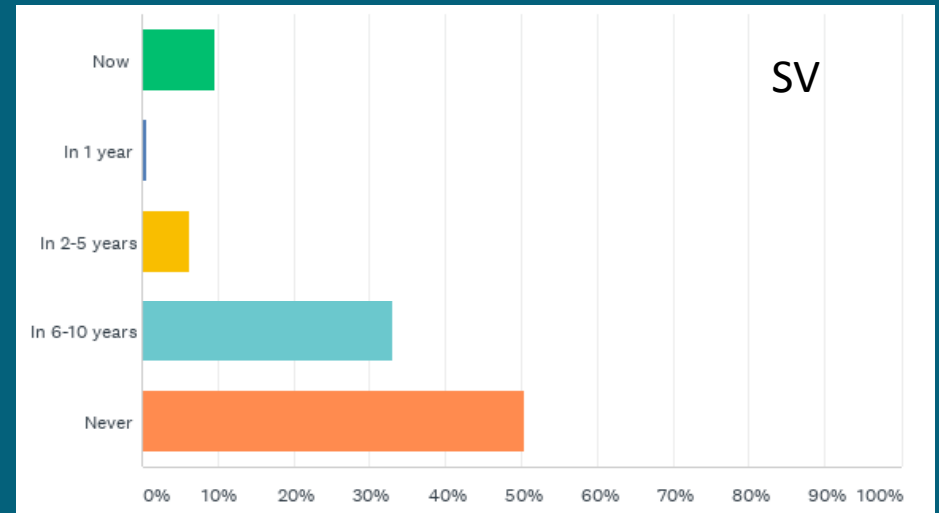
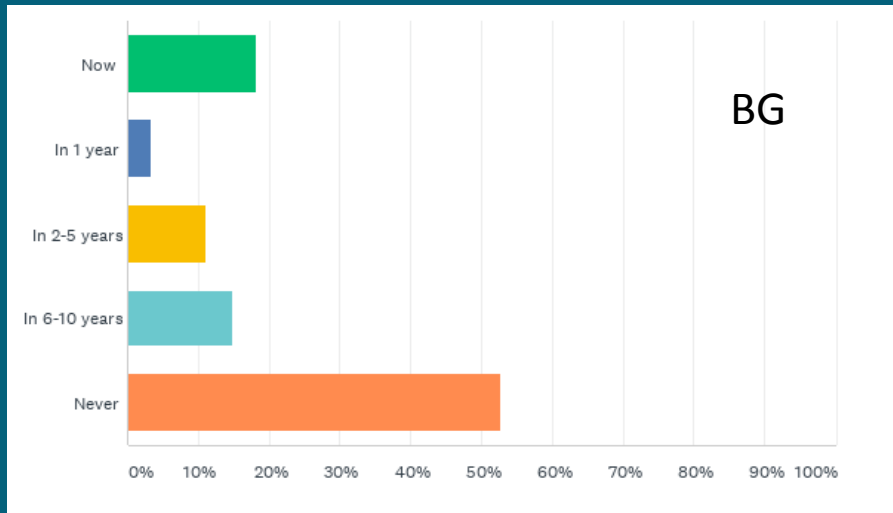
Q9: I use Non-domestic or EGs because:

Other Responses Chausies (examples):

(mostly repeat of multiple choice options)

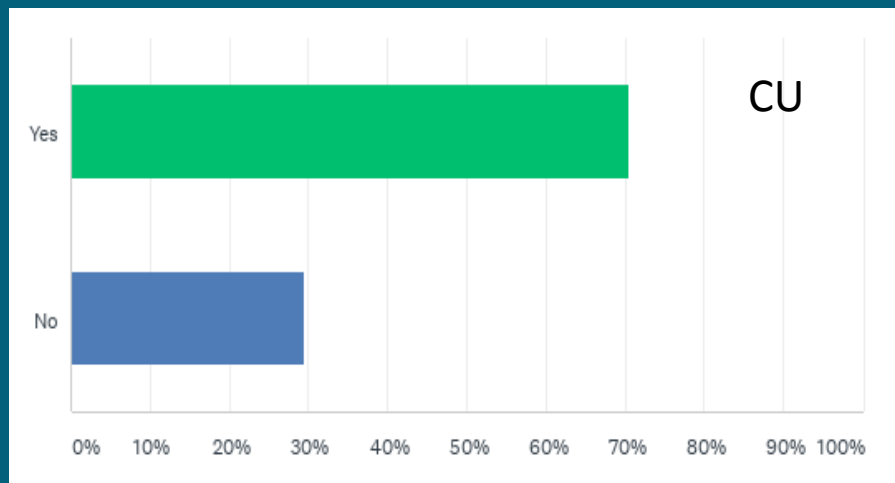
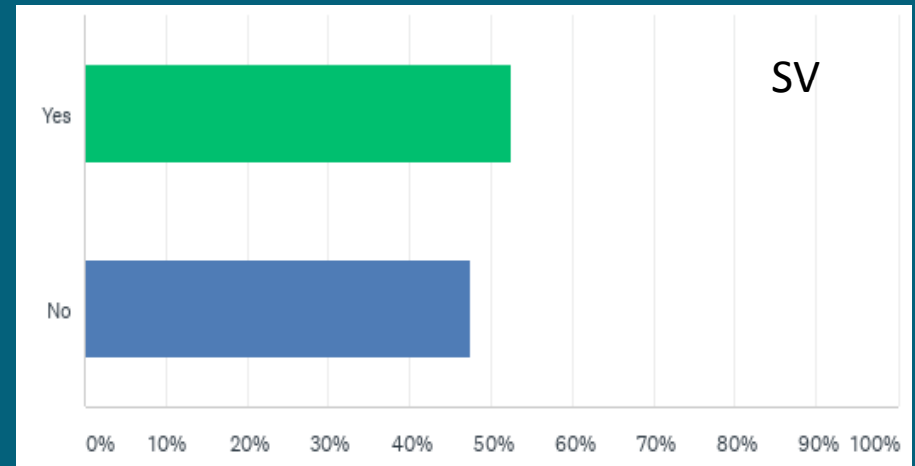
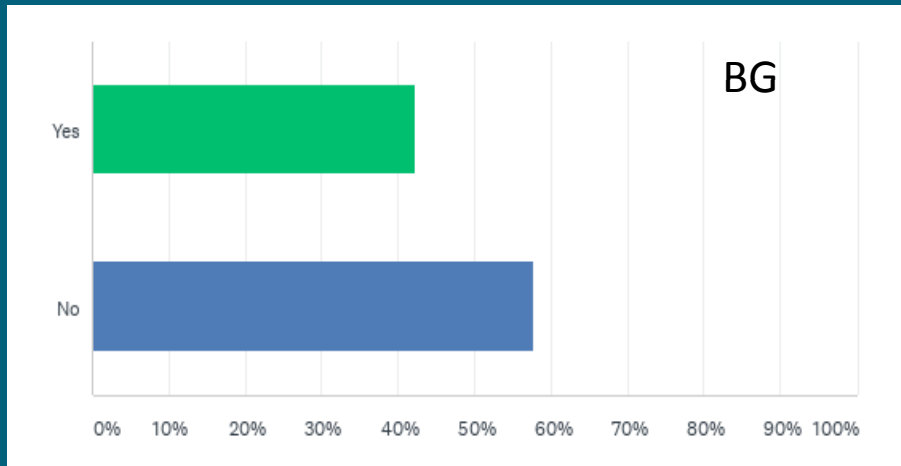
- No “Other” responses for Chausies

Q10: Possible to phase out ND & EG without harming the breed:



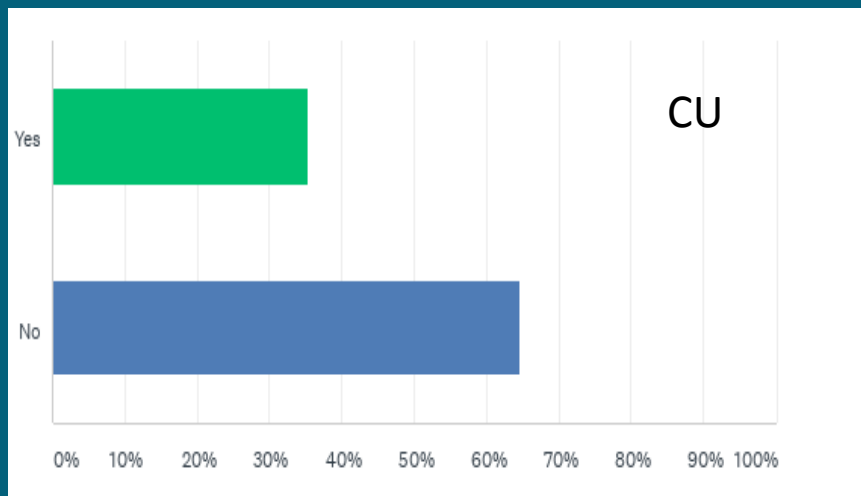
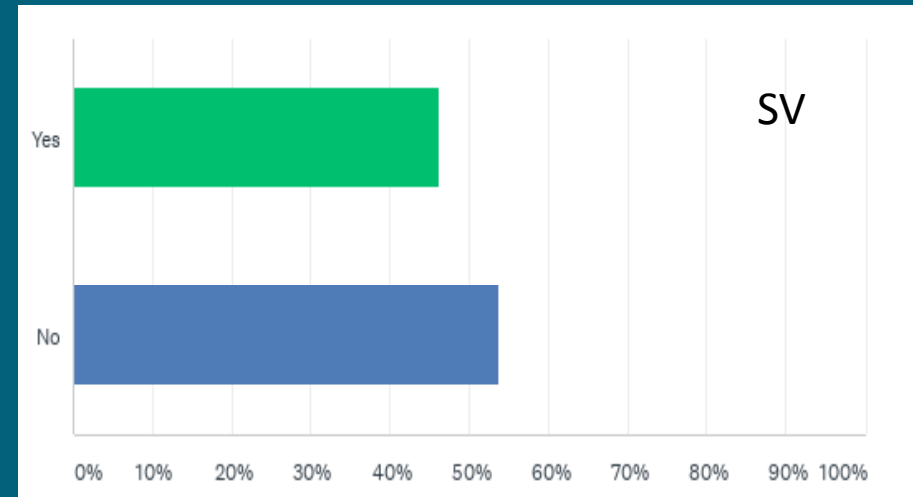
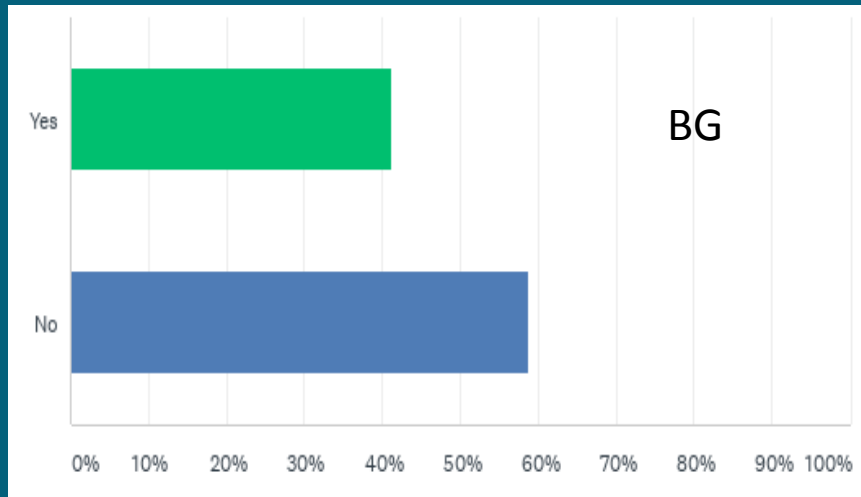
	BG	SV	CU
Now	74	15	0
In 1 year	13	1	0
2-5	44	10	4
6-10	60	52	8
Never	212	79	5

Q11: Were you aware of new Standing rule before this survey:



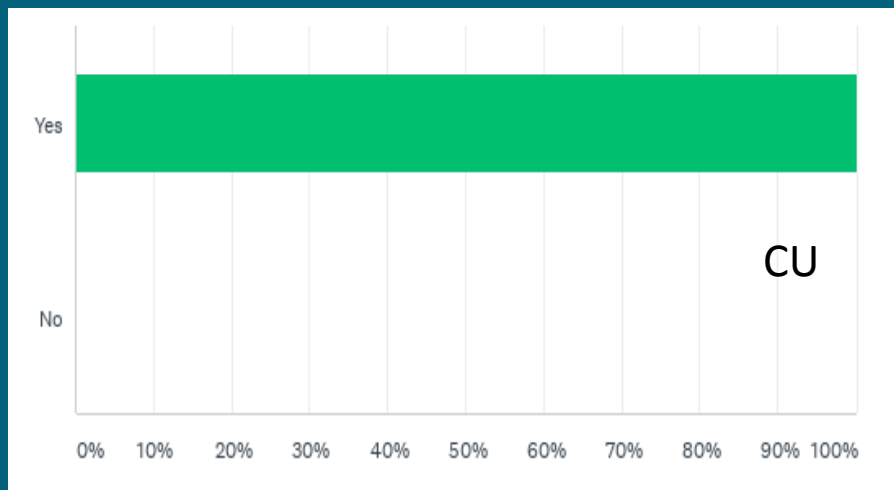
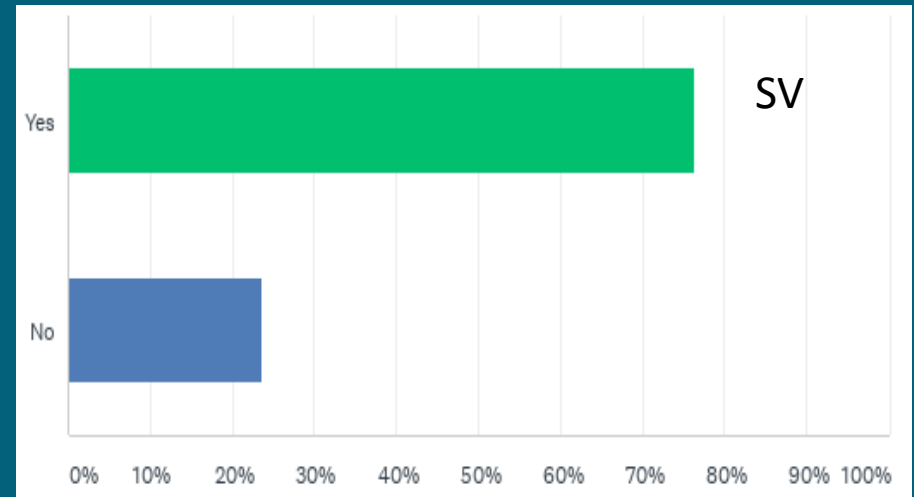
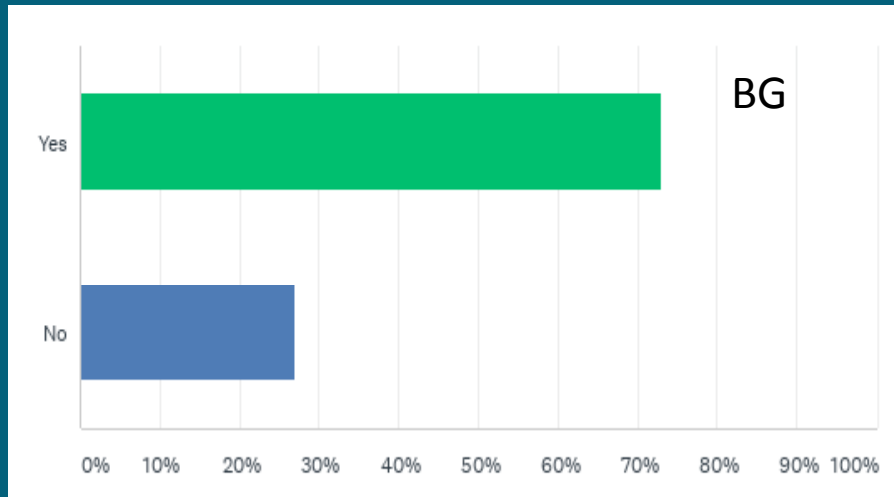
	BG	SV	CU
Yes	175	83	12
No	237	75	5

Q12: Is a move to Cat V (if allowed to show) a solution?:



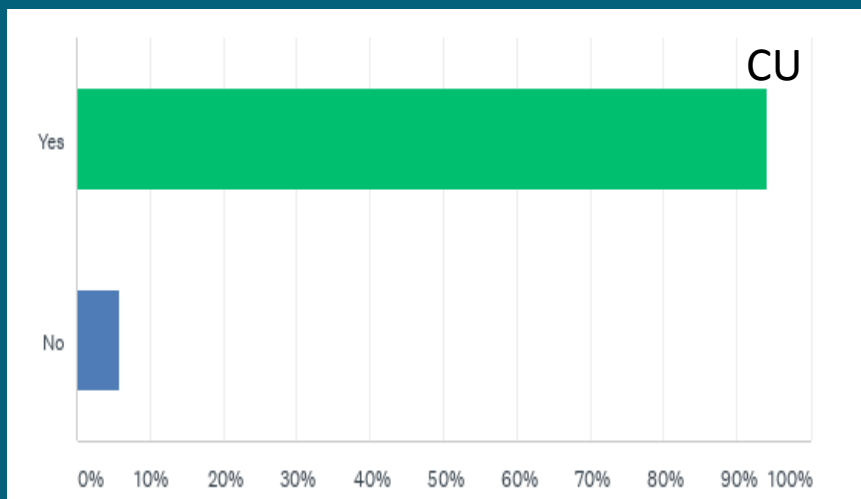
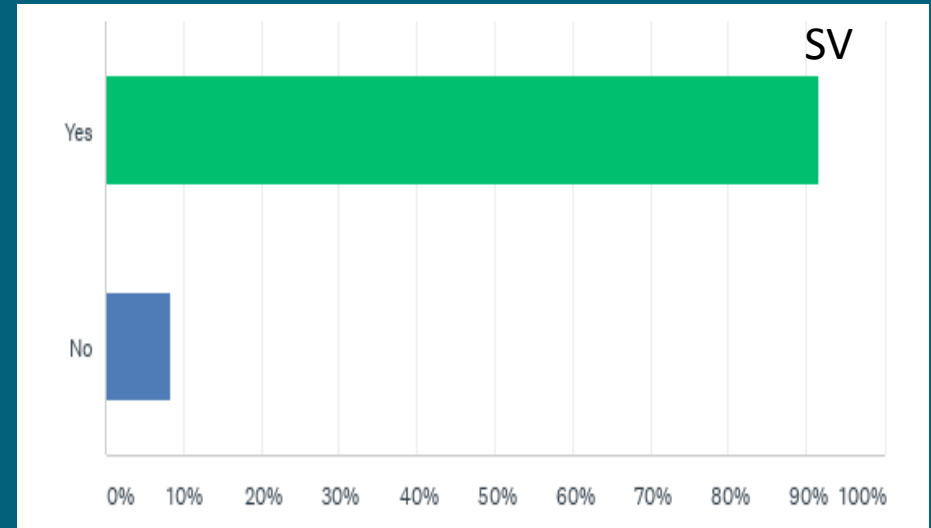
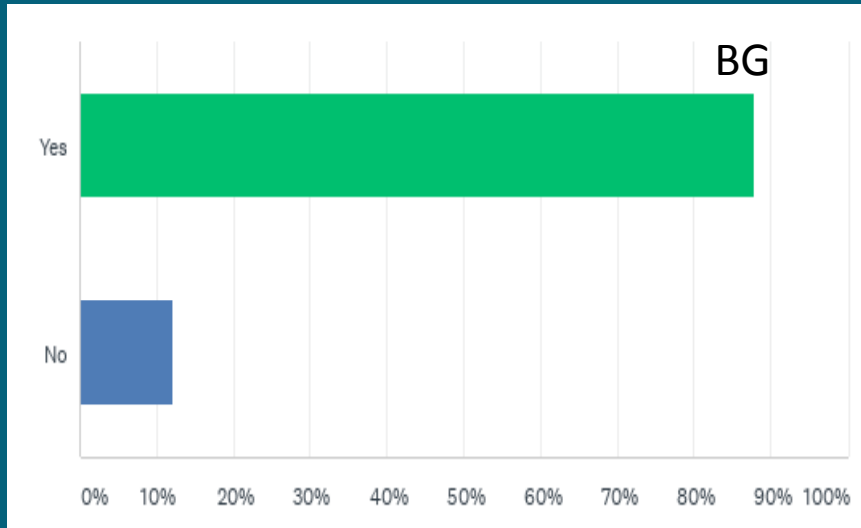
	BG	SV	CU
Yes	161	68	6
No	226	79	11

Q13: Would a move to Cat V jeopardize the breed in the eyes of the law?



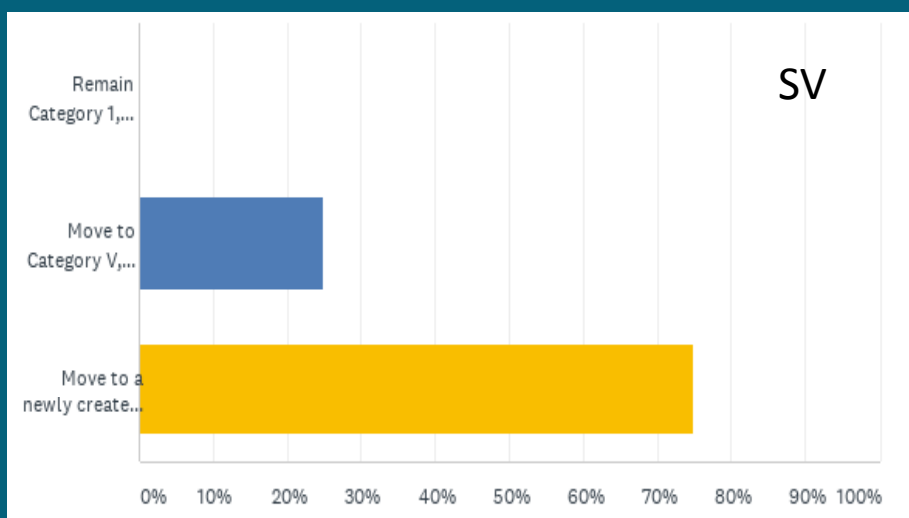
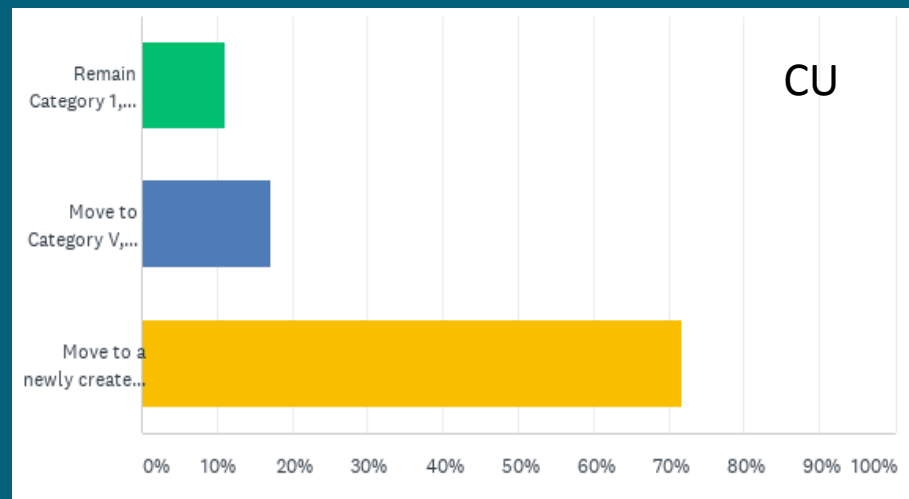
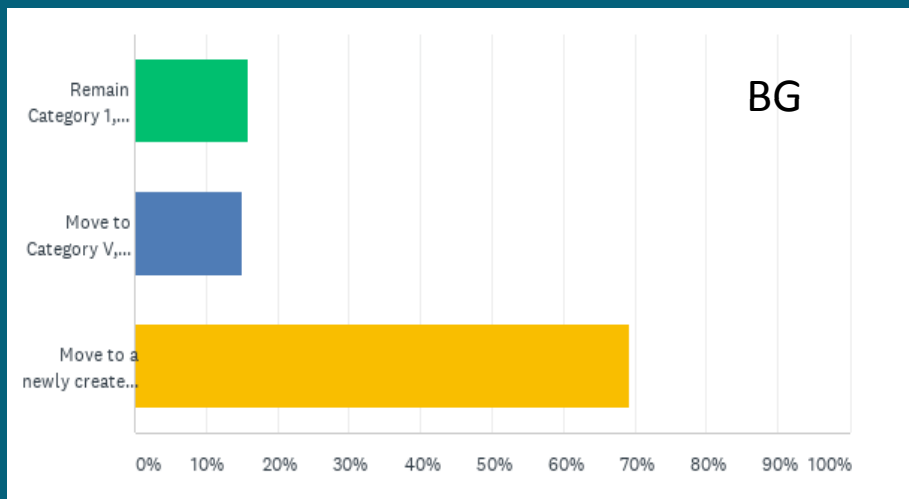
	BG	SV	CU
Yes	281	116	17
No	106	36	0

Q14: Are inaccurate pedigrees damaging to the legal status of the breed?



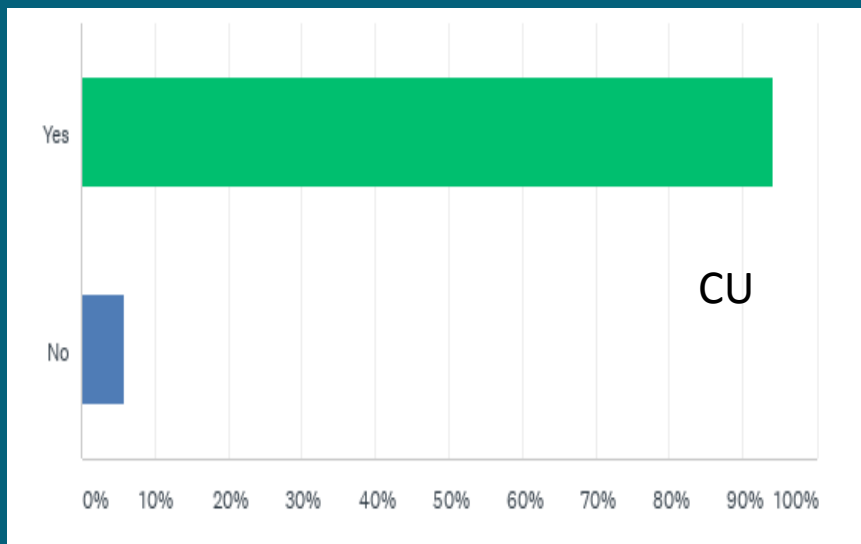
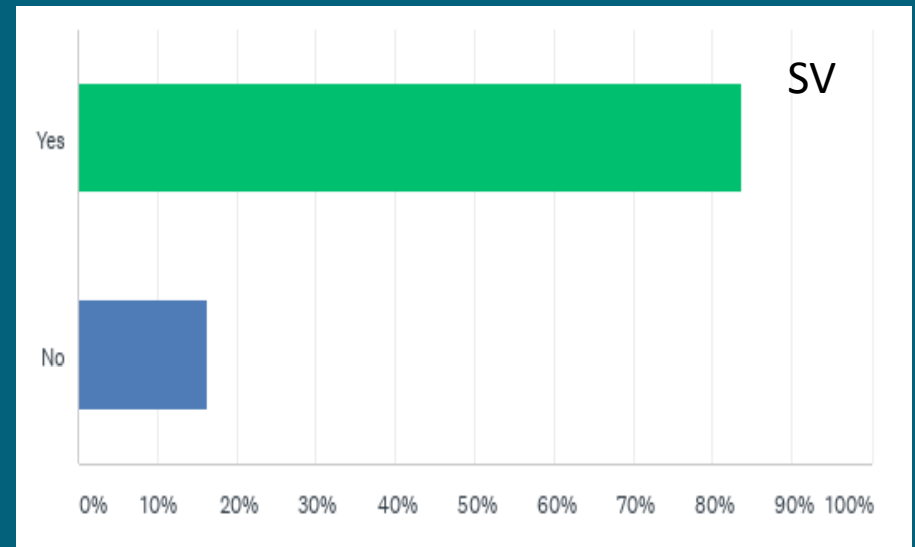
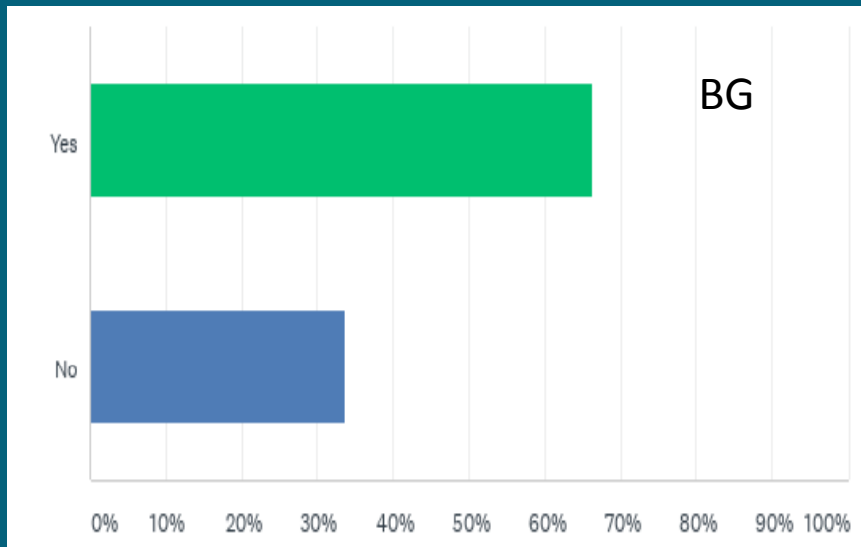
	BG	SV	CU
Yes	350	141	16
No	48	13	1

Q15: If banning registration of ND cats goes into effect and pedigrees are no longer accurate, I would prefer:



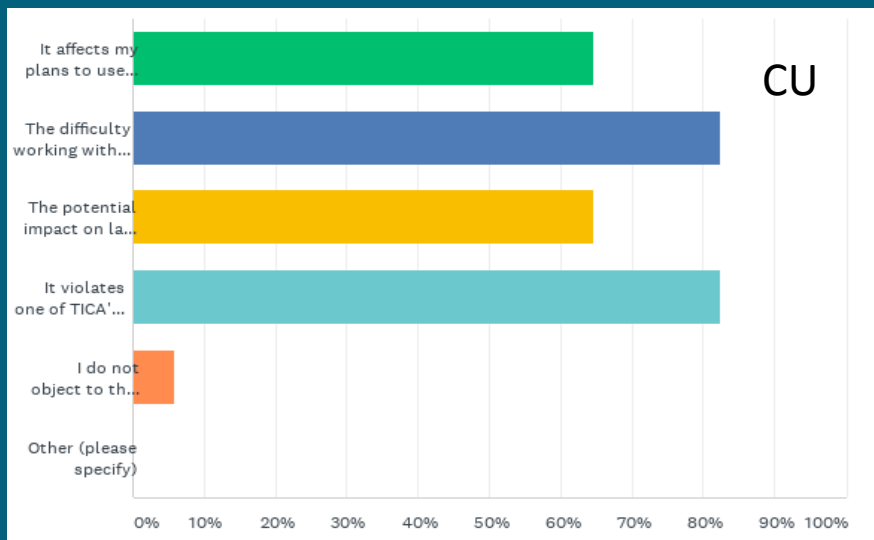
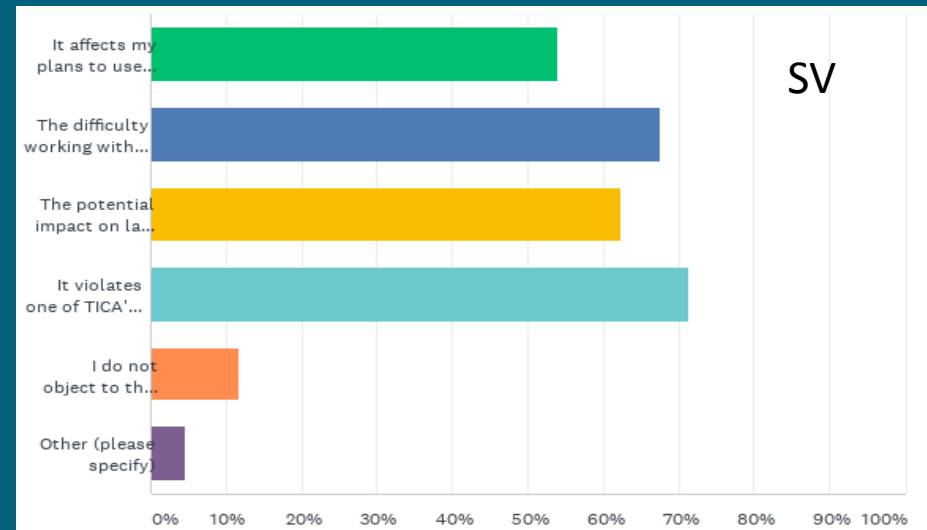
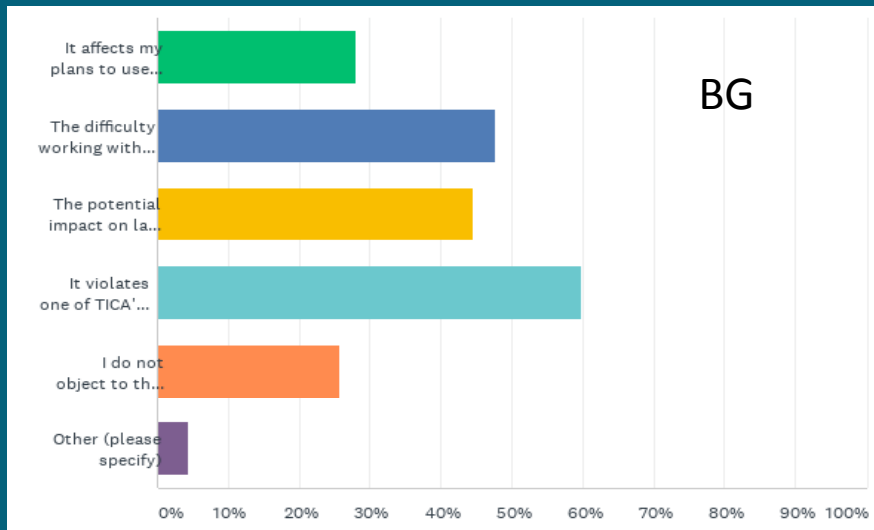
	BG	SV	CU
Stay Cat I	59	17	0
Move Cat V revised	57	26	4
New Cat VI	260	109	12

Q16: Do you object to new Standing Rule 307.6.3??



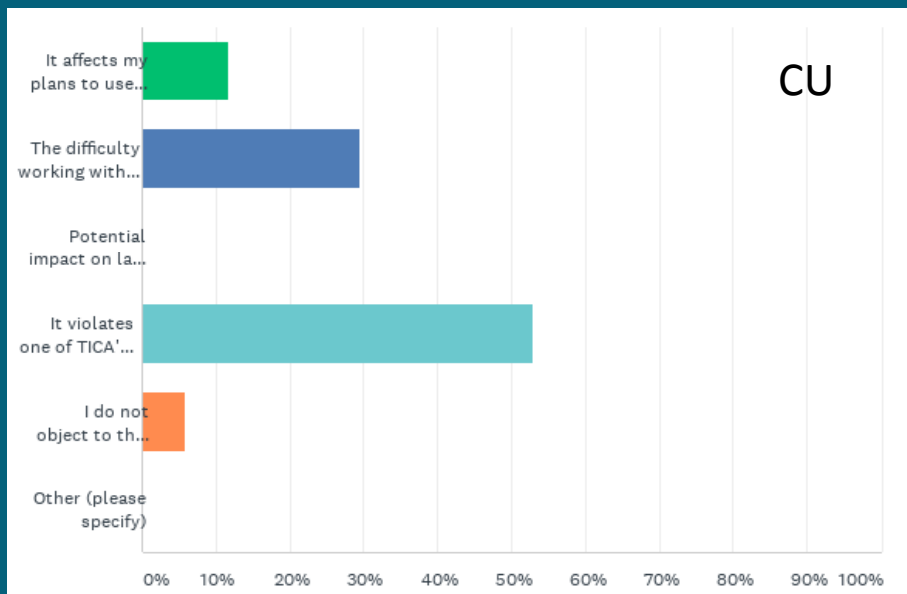
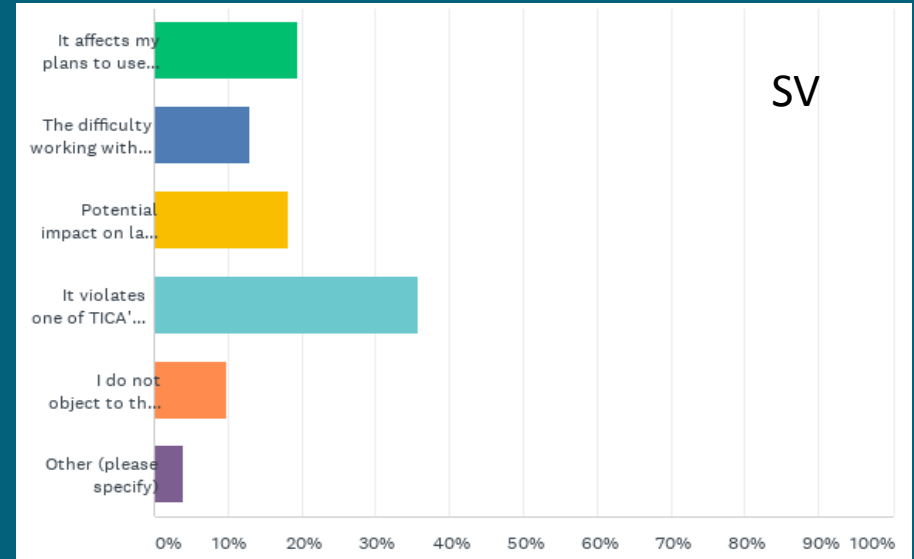
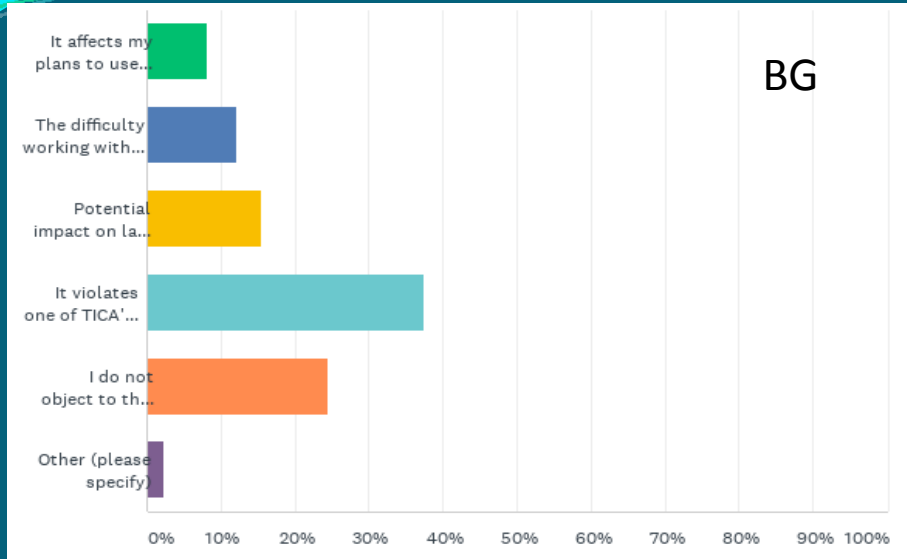
	BG	SV	CU
Yes	263	129	16
No	134	25	1

Q17: I object because:



	BG	SV	CU
I have plans for ND & EG cats	109	83	11
Difficulty of inaccurate pedigrees	187	104	14
Impact on Law enforcement	175	96	11
Violates TICA principles	235	110	14
I do not object	101	18	1
Other	17	7	0

Q18: I object primarily because:



	BG	SV	CU
I have plans for ND & EG cats	31	30	2
Difficulty of inaccurate pedigrees	46	20	5
Impact on Law enforcement	59	28	0
Violates TICA principles	145	55	9
I do not object	94	15	1
Other	9	6	0

Q17/Q18: I object (primarily) because:

Other responses Bengals (examples)

- This rule violates TICA's responsibility to the Bengal Breed. I think Jean Mill would be stunned and disappointed that TICA is making such a rule that undermines decades of trust.
- the new rule hurts only breeders who follow rules. it will have ZERO effect on those who work outside the boundaries. Will accomplish nothing, likely only INCREASE illegal breeding efforts.
- Bengals come from the alc. There are not enough alc lines already. They have traits we need to progress the breed. While I dont work with them I'm thankful others do.
- ...would make registering ... a waste of time as the pedigree would be flawed, inaccurate and a false in the sense that to say a parent is unknown when it obvioysley is not flues in the face of what a pedigree is all about. I'm livid we were not even consulted on such a major decision

Q17/Q18: I object (primarily) because: Other responses Savannahs (examples)

- ...this rule gives backyard breeders another chance to make the breed even worse results, to produce cats without registry and pedigrees.
- because this breed needs EGs and serval to continue to define higher standards of the breed. Also, most of the clients are looking to buy EGs.
- We are setting ourselves up for more crazies to attack the breed. If we change the registration in TICA's eyes, how will that look to people unsure of the breed? These cats are Domestic at F1 as defined by Fish and Wildlife. If TICA decides they are not domestic think of the opportunities for jurisdictions to make them illegal and then confiscate and euthanize. Don't think it will happen? Ask the city of Seattle what they do with Bengals and Savannahs. You will be putting the lives of thousands of cats at risk. The AR wing nuts won't stop with "hybrid cats", munchkins, flat face Persians, sphynx are all next. This is straight out of the "Adopt Don't Shop" playbook and you all are falling for it.
- It has been my experience and observed DOZENS of programs who have waited 26 months for servals, and sometimes beautiful, flawless SBT fertile boys TWENTY-SIX MONTHS to reach sexual maturity. The ASL (sic) reaches this much faster, yet TICA grants the Bengal 21 more years to unify and make consistent the SBT? I have felt betrayed by TICA when this rule came out!

Q17/Q18: I object (primarily) because: Other responses Chausies (examples)

- No “Other” responses for Chausies

Free-form Comments

Bengals 1

- a pedigree cat should have documents proving its origin whether it is EG or SBT
- All cats should be DNAed. The inaccuracy stems across ALL cats I am sure. American Kennel Club has been requiring DNA for 20 years. You have NO proof that ANY cat is out of ANY cat. Let's start there. Keeping Everyone honest. Also no health testing to any database without microchip scanning. Let's get into the 2021's
- ...believe that any Breeder who breeds ALC's or early generation Bengals should have a policy and facility to bring back cats if the client homes can't handle them. (including a program that has a back up plan for people who pass away and have placed hybrids in the past 20 years) Having early gen Bengals have caused an undue burden for Wildlife/Cat rescue orgs and this should be considered. Perhaps a special license could be offered by TICA for those people who want to breed early gen hybrids...
- For the “unknown” parent in the pedigree, why not add the suffix ND for non-domestic and D for domestic in the pedigree and insert the species or breed. So it would be “Unknown ND- ALC “ or “Unknown D - DSH” There has to be a way to indicate that there is a non-domestic ancestor accurately on the pedigree to allow law enforcement to identify these cats.
- SBT Bengals must remain a Category 1 established breed and create a new category for Foundations that has a full registry and genealogy.

Free-form Comments

Bengals 2

- I see no logic or credibility in registering a litter / cat with “Unknown” ancestry. Therefore, there would be no need to continue registering with this association at all.
- Many of the current specimens located in the US currently are substandard and are bred too many generations from the all that they are developing domestic traits such as a curved nose, and pointy ears as well as less personality. Early gen and all will need to be used forever to maintain the Bengal cat breed properly.
- ...make it more difficult to own travel with and import/export Bengals into and out of the US if this rule is passed as planned effectively overpolicing and oppressing pet owners and breeders.
- We have spent thousands of dollars complying with USFWS rules for import and export of Bengal Cats. It is an expensive process both monetarily and time to meet the USFWS requirements.... (T)he USFWS has a process to inspect imported and exported BG that relies on a TICA 5-generation pedigree. If an ALC or suspected ALC is on that pedigree, we cannot import or export that BG of that pedigree and I have no idea what might happen (confiscation?). That is the fear of all Bengal breeders.
- I do not like the idea of moving to another category where the words non-domestic are included in the title as I think that will cause the breed problems. I also see problems coming from gaps in the pedigree. ... (H)ave less issues with law enforcement by having SBT remain in category one.

Free-form Comments

Bengals 3

- Please hold some open discussions in Zoom or elsewhere, inviting all of the breed members of those breed groups that will be impacted. I did not answer several questions because they called for speculative conjecture or the question itself was ambiguous. Regarding Q#15, I would prefer another option: to change my primary registry organization away from TICA.
- TICA is a registry. Any time anyone has an issue with a bad breeder we are told "TICA is just a registry - we can't help you" - and yet, here TICA is taking steps away from that foundational role. This isn't acceptable without a large majority of members to vote for this - with ALL members being contacted. Thank you for finally asking us members how we feel.
- This survey violates basic design standards and presents as a textbook push poll.
- We must always keep the ANIMALS best interest in mind. ALC and early hybrids are NOT good pets and often end up mishandled and in rescues. We are way past having to use ALC's in our breeding programs. There are NOT enough QUALIFIED homes for EG BENGALS
- After meeting with a senior USFW inspector recently on this matter, they confirmed the additional CITES permit will be needed in conjunction of the Import/Export license if an unknown ancestor is recorded.
- It is time to leave the ALC alone, but we MUST keep the pedigrees as full and correct as is possible. To lose such information would be detrimental to the breed in so many ways.
- The registry and accurate pedigrees is the base of the organization reputation and credibility.

Free-form Comments (examples)

Savannahs 1

- For Question #10 (how long before stop using servals) I would like to clarify my answer is not necessarily "NEVER", however I do not feel 6-10 years is long enough
- Servals are getting registered as F1 Savannahs, these are fake papers, but being done by scammers all over the World. Also, people in illegal States buy these Servals and own them illegally. Pure Servals with TICA registrations are getting shipped in to the USA from other countries. CITIES paperwork is not getting done. I ... hate all the fake and illegal things going on with Servals and Savannahs. Your registration is on half of these Illegal cats entering our gene pools
- The passing of this standing rule betrayed all members of the breeds it affected by failing to discuss this rule (and it's ramifications) with the breeds it directly affected. This is not what TICA used to be and not what it should be if it wishes to survive. TICA was represented as a genetic registry and it fails that when it encourages false registrations by banning certain cats of a given breed
- This rule is not all bad. Extremely few F1 savannahs will ever be great grandparents, or even parents or grandparents. It seems to be not so interesting to be breeding from serval to fertile males. So the great number of breeders who focus on F1, F2 and F3, really do not help with improving the breed at all.
- This is further punishing to SBT Savannah cat breeders like myself who do show and encourage others to show. This has and will continue to drive a wedge between Savannah breeders and fans, and the rest of TICA.

Free-form Comments (examples)

Savannahs 2

- ...choices did not include an option for more than 10 years but less than never. In the history of a breed, 10 or 20 years is a very short period of time. In the uncharted territory of creating this particular hybrid breed I feel it has taken all of this time so far, 20-25 years, to even learn what physical features of the wild species are difficult versus easy to achieve and maintain in a derivative domestic breed. I would have liked to choose 10-20 years as I think that additional time with serval input is critical to the future of the Savannah, it would allow focus on the particular features that are the greatest challenges.
- It would be nice to gain a clear understanding of why exactly Tica would stop the registration of new servals introduced into the Savannah breeding lines.
- We're not breeders now but own and F1 and do not want legislation passed that makes it difficult to own, transport, or breed (if we elected to). We love our Savannah so please help to keep this a managed "domestic" animal.
- EG Savannahs make beautiful and loving pets. I wish that this was well-known and understood in TICA. I produce these beautiful animals as loving companions to kind people. I care deeply about my cats, my pet buyers, and the future of the breed. I wish that the TICA community supported me in my goals.
- This decision should be left in the hands of the Savannah breeders that have painstakingly worked with this breed, the issues with infertility ... (N)ot in the interest of anyone except a select few that neither work with this breed nor own and Savannahs. Therefore, it is illogical and unfair. ... (O)ur breed needs to be governed by the breeders who are directly involved and all decisions should rest with there exclusively.

Free-form Comments

Chausies

- I consider this rule to be a slap in the face of all the breeders it effects. Face it -- the hybrid breeds make a lot of money for TICA. Bengals are the biggest show category, Savannahs are one of the most popular breeds, Chausies are still a small breed but are getting bigger all the time now. Just register them correctly like you should be.
- if Standing Rule 307.6.3 comes into force after December 31, 2021, I will leave TICA. TICA negotiations will be a big disappointment for me !!! Tica differs from others precisely in that it allows you to register a jungle cat and their offspring - this is complete and unmistakable pedigrees.

Themes from Comments

- TICA members feel “betrayed” by TICA and its Board Members (a lot of anger)
- Disappointed in TICA Board
- Why change is being made?
- Overall opposition to the rule, not necessarily to phasing out breeding of non-domestic cats
- Concern for legality of owning BG, SV, and CU
- SV and CU need longer before contemplating elimination of Servals and Jungle Cats—to establish look and for genetic diversity
- Few Bengal breeders are breeding for EG cats or work with ALCs, whereas this is more common for Savannah breeders
 - EG SVs make good pets; EG BGs do not
- Creates divisiveness within TICA membership
- Frustration by non-English speakers with the survey and the rule
- Better/ more use of DNA testing
- Request involvement in this discussion
- Issues with the survey itself being misleading or ambiguous

Conclusions

- By a member of the Bengal Breed Committee and the Non-Domestic Committee
- TICA is a Membership driven organization
- 28% of members affected by Standing Rule 307.6.3
- Inaccurate Pedigrees
- Setback with Federal Agencies
- 2 Registration rules put forward – 1 to allow outcrossed in Category I or allow Category V to show in Championship
- Please let the Membership decide.

	Jul '20 - Mar 21	Budget	\$ Over Budget	% of Budget
Ordinary Income/Expense				
Income				
01 Memberships	112,592.01	72,725.00	39,867.01	154.82%
02 Family Memberships	630.00	250.00	380.00	252.0%
03 International Memberships	65,780.01	58,975.00	6,805.01	111.54%
04 Additional Breed Sections	2,855.00	560.00	2,295.00	509.82%
05 Cattery Registrations	185,507.10	119,489.00	66,018.10	155.25%
06 Individual Registrations	101,001.10	95,701.00	5,300.10	105.54%
07 Blue Slips	354,820.00	249,630.00	105,190.00	142.14%
08 Litter Registrations	282,571.00	219,324.00	63,247.00	128.84%
09 HHP Registrations	2,466.00	3,489.00	-1,023.00	70.68%
10 Transfers/Leases	48,234.00	41,824.00	6,410.00	115.33%
11 Dup/Corr/Add or Delete Suff	18,899.00	18,920.00	-21.00	99.89%
12 Title Confirmations	12,965.00	18,620.00	-5,655.00	69.63%
13 Supreme Title Confirmations	2,160.00	3,130.00	-970.00	69.01%
14 Cert 3-Gen Pedigrees	75,250.00	60,195.00	15,055.00	125.01%
15 Cert 5-Gen Pedigrees	144,098.00	119,650.00	24,448.00	120.43%
16 Club Charters	250.00	700.00	-450.00	35.71%
17 Club Fees Renewals	800.00	1,720.00	-920.00	46.51%
18 Judges Fees	380.00	0.00	380.00	100.0%
19 Show License Fees	6,395.00	15,940.00	-9,545.00	40.12%
20 Annual Awards Fees	10,900.00	25,620.00	-14,720.00	42.55%
21 Show Insurance Fees	5,400.00	8,200.00	-2,800.00	65.85%
22 Publications	2.00	0.00	2.00	100.0%
23 TICA TREND	6,985.00	7,073.00	-88.00	98.76%
24 TICA Yearbook	31,891.00	35,285.00	-3,394.00	90.38%
25 Miscellaneous	3,250.17	800.00	2,450.17	406.27%
26 COE/OSTD Cattery	3,610.00	1,700.00	1,910.00	212.35%
27 Election Filing Fees	1,670.00	0.00	1,670.00	100.0%
28 Wire Transfer Fees	123.00	100.00	23.00	123.0%
30 Clerking Fees	105.00	0.00	105.00	100.0%
31 OS/OD/LA	430.00	145.00	285.00	296.55%
32 Annual Awards Dup/Frt	128.00	500.00	-372.00	25.6%
33 Website Breeder Listings	25,590.00	14,230.00	11,360.00	179.83%
34 Website Banner Ads	0.00	11,250.00	-11,250.00	0.0%
35 Website Classified Ads	2,070.00	5,025.00	-2,955.00	41.19%
37 Rush	66,640.00	23,650.00	42,990.00	281.78%
39 Complaint Fees	315.00	225.00	90.00	140.0%
40 Shipping Fees	1,224.66	334.00	890.66	366.67%
41 Annual Awards Sponsorships	5,725.00	2,200.00	3,525.00	260.23%
42 Late Fees (Judges/Pstg Due/	1,150.00	550.00	600.00	209.09%
43 Affinity Program	57.38	365.00	-307.62	15.72%
44 Return Check Svc/Handling	60.00	0.00	60.00	100.0%
45 Rtn Chks/Handling Fees	36.00	0.00	36.00	100.0%

	Jul '20 - Mar 21	Budget	\$ Over Budget	% of Budget
46 Refunds	1,936.73	0.00	1,936.73	100.0%
49 TOES	2,925.00	6,150.00	-3,225.00	47.56%
50 Endorsement	45,800.00	10,000.00	35,800.00	458.0%
51 Certified Ancestral 5 Gen	160.93			
Corporate Sponsorships	67,749.10	69,000.00	-1,250.90	98.19%
Unallocated	31,988.42	0.00	31,988.42	100.0%
Total Income	<u>1,735,575.61</u>	<u>1,323,244.00</u>	<u>412,331.61</u>	<u>131.16%</u>
Gross Profit	1,735,575.61	1,323,244.00	412,331.61	131.16%
Expense				
ANNUAL AWARDS PROGRAM				
Annual Awards Program - Other	16.24	10,000.00	-9,983.76	0.16%
Banquet Expense	0.00	12,000.00	-12,000.00	0.0%
Freight and Postage	1,276.48	400.00	876.48	319.12%
Regional Rebate	1,376.00	0.00	1,376.00	100.0%
Rosettes	8,685.88	6,000.00	2,685.88	144.77%
Trophies	7,895.95	10,000.00	-2,104.05	78.96%
Total ANNUAL AWARDS PROGRAM	<u>19,250.55</u>	<u>38,400.00</u>	<u>-19,149.45</u>	<u>50.13%</u>
BANK				
Card Charges	21,988.43	15,890.26	6,098.17	138.38%
PayPal Fees	49,388.16	41,606.21	7,781.95	118.7%
Returned Checks	36.00	0.00	36.00	100.0%
Service Charges	562.10	4,450.00	-3,887.90	12.63%
Total BANK	<u>71,974.69</u>	<u>61,946.47</u>	<u>10,028.22</u>	<u>116.19%</u>
BOARD MEETING EXPENSE				
Annual Meeting				
Appointed Officials - Lodging	0.00	4,000.00	-4,000.00	0.0%
Appointed Officials - Per Diem	0.00	1,200.00	-1,200.00	0.0%
Appointed Officials - Travel				
Misc	0.00	0.00	0.00	0.0%
Appointed Officials - Travel - Other	0.00	2,000.00	-2,000.00	0.0%
Total Appointed Officials - Travel	<u>0.00</u>	<u>2,000.00</u>	<u>-2,000.00</u>	<u>0.0%</u>
Board-Lodging	0.00	15,700.00	-15,700.00	0.0%
Board-Per Diem	0.00	6,000.00	-6,000.00	0.0%
Board-Travel	0.00	11,400.00	-11,400.00	0.0%
Room/Refreshments/Supplies	0.00	5,000.00	-5,000.00	0.0%
Total Annual Meeting	<u>0.00</u>	<u>45,300.00</u>	<u>-45,300.00</u>	<u>0.0%</u>
Spring Meeting				
Appointed Officials-Lodging	0.00	0.00	0.00	0.0%
Appointed Officials-Per Diem	0.00	0.00	0.00	0.0%
Appointed Officials-Travel	0.00	0.00	0.00	0.0%
Board-Lodging	0.00	0.00	0.00	0.0%
Board-Per Diem	0.00	0.00	0.00	0.0%

	Jul '20 - Mar 21	Budget	\$ Over Budget	% of Budget
Board-Travel	1,074.70	0.00	1,074.70	100.0%
Room/Refreshments/Supplies	0.00	0.00	0.00	0.0%
Total Spring Meeting	1,074.70	0.00	1,074.70	100.0%
Winter Meeting				
Appointed Officials-Travel	0.00	0.00	0.00	0.0%
Room/Refreshments/Supplies	0.00	500.00	-500.00	0.0%
Total Winter Meeting	0.00	500.00	-500.00	0.0%
Total BOARD MEETING EXPENSE	1,074.70	45,800.00	-44,725.30	2.35%
COMMUNICATIONS				
Telephone				
Telephone	14,326.35	17,250.00	-2,923.65	83.05%
Total Telephone	14,326.35	17,250.00	-2,923.65	83.05%
Total COMMUNICATIONS	14,326.35	17,250.00	-2,923.65	83.05%
COMPUTER				
Equipment	5,347.26	3,000.00	2,347.26	178.24%
Programming				
Programming - Other	78,356.00	120,500.00	-42,144.00	65.03%
Total Programming	78,356.00	120,500.00	-42,144.00	65.03%
Software	19,865.96	18,360.00	1,505.96	108.2%
Supplies/Support	0.00	3,050.00	-3,050.00	0.0%
Website Support	13,830.00	15,044.75	-1,214.75	91.93%
Total COMPUTER	117,399.22	159,954.75	-42,555.53	73.4%
CORPORATE SPONSORSHIP	27,934.63	45,000.00	-17,065.37	62.08%
DEPRECIATION EXPENSE	15,644.11	11,250.00	4,394.11	139.06%
DUES/MISC/SUBS/GIFTS	4,771.94	3,950.00	821.94	120.81%
FREIGHT AND POSTAGE				
Box Rent/Permits	322.00	250.00	72.00	128.8%
Freight-Customers	2,249.93	849.82	1,400.11	264.75%
Freight-Show Supplies	0.00	459.93	-459.93	0.0%
Freight - Marketing	300.47	4,019.74	-3,719.27	7.48%
Postage Meter	29,147.14	20,000.00	9,147.14	145.74%
Total FREIGHT AND POSTAGE	32,019.54	25,579.49	6,440.05	125.18%
INSURANCE				
Director's Liability Insurance	3,755.00	3,700.00	55.00	101.49%
Emp Bond	500.00			
General/Administrative	1,038.00	1,300.00	-262.00	79.85%
Judge's Liability	1,163.00	1,300.00	-137.00	89.46%
Property	1,831.00	2,350.00	-519.00	77.92%
Show Liability	20,922.41	26,000.00	-5,077.59	80.47%
Total INSURANCE	29,209.41	34,650.00	-5,440.59	84.3%
MARKETING				
Advertising	9,904.81	5,000.00	4,904.81	198.1%

	Jul '20 - Mar 21	Budget	\$ Over Budget	% of Budget
MEET THE BREEDS	0.00	10,000.00	-10,000.00	0.0%
Printed Materials	0.00	9,500.00	-9,500.00	0.0%
Special Events	8,761.11	7,208.19	1,552.92	121.54%
Supplies	37.53	1,078.13	-1,040.60	3.48%
Travel Expense	110.00	3,338.00	-3,228.00	3.3%
Total MARKETING	18,813.45	36,124.32	-17,310.87	52.08%
OFFICE EQUIPMENT				
Leases	5,126.86	5,000.00	126.86	102.54%
Maintenance	243.50	900.00	-656.50	27.06%
Purchase	1,485.98	1,000.00	485.98	148.6%
Repair	75.00			
Total OFFICE EQUIPMENT	6,931.34	6,900.00	31.34	100.45%
OFFICE MAINTENANCE				
Repairs	0.00	1,000.00	-1,000.00	0.0%
Total OFFICE MAINTENANCE	0.00	1,000.00	-1,000.00	0.0%
OFFICE SUPPLIES				
Laminating Supplies	2,439.84	1,000.00	1,439.84	243.98%
Other	3,534.50	9,000.00	-5,465.50	39.27%
Paper	289.93	2,250.00	-1,960.07	12.89%
Toner	1,937.63	4,500.00	-2,562.37	43.06%
Total OFFICE SUPPLIES	8,201.90	16,750.00	-8,548.10	48.97%
PAYROLL				
Contract Labor	1,656.88	0.00	1,656.88	100.0%
Employee Benefits	10,685.76	9,044.26	1,641.50	118.15%
IRA Contributions	2,689.52	0.00	2,689.52	100.0%
Salary/Wages				
Overtime	29,053.37			
Salary/Wages - Other	638,100.22	592,540.00	45,560.22	107.69%
Total Salary/Wages	667,153.59	592,540.00	74,613.59	112.59%
Taxes	57,683.30	52,433.08	5,250.22	110.01%
Total PAYROLL	739,869.05	654,017.34	85,851.71	113.13%
PRINTING				
Other	2,032.52	2,858.20	-825.68	71.11%
Total PRINTING	2,032.52	2,858.20	-825.68	71.11%
PROFESSIONALS FEES				
Accounting and Audit	29,940.00	30,000.00	-60.00	99.8%
Balloting	4,000.00	3,000.00	1,000.00	133.33%
Legal	12,000.00	16,090.00	-4,090.00	74.58%
Payroll Preparation	1,996.26	1,633.63	362.63	122.2%
Total PROFESSIONALS FEES	47,936.26	50,723.63	-2,787.37	94.51%
REIMBURSEMENTS				
Club Support	1,992.02	0.00	1,992.02	100.0%
Judging Administrator				

	Jul '20 - Mar 21	Budget	\$ Over Budget	% of Budget
Postage/Supplies	0.00	0.00	0.00	0.0%
Total Judging Administrator	0.00	0.00	0.00	0.0%
Judging Committee	0.00	2,500.00	-2,500.00	0.0%
Total REIMBURSEMENTS	1,992.02	2,500.00	-507.98	79.68%
RENT AND UTILITIES				
Custodial	6,456.50	5,300.00	1,156.50	121.82%
Rent	23,778.00	25,474.00	-1,696.00	93.34%
Total RENT AND UTILITIES	30,234.50	30,774.00	-539.50	98.25%
SECURITY	259.80	1,250.00	-990.20	20.78%
TAXES				
Federal	69.17	0.00	69.17	100.0%
Property	597.62	2,000.00	-1,402.38	29.88%
State	175.85	0.00	175.85	100.0%
Total TAXES	842.64	2,000.00	-1,157.36	42.13%
TRAVEL REIMBURSEMENTS				
Employee	8,140.81	0.00	8,140.81	100.0%
Officers	2,845.29	5,000.00	-2,154.71	56.91%
Total TRAVEL REIMBURSEMENTS	10,986.10	5,000.00	5,986.10	219.72%
TREND EXPENSES				
Editorial Fees	12,600.00	15,500.00	-2,900.00	81.29%
Publishing and Distribuion	80,283.85	98,249.69	-17,965.84	81.71%
Total TREND EXPENSES	92,883.85	113,749.69	-20,865.84	81.66%
YEARBOOK				
Editorial Fees	12,000.00	13,000.00	-1,000.00	92.31%
Freight	7,851.03	7,500.00	351.03	104.68%
Publishing	30,945.06	32,000.00	-1,054.94	96.7%
Reimbursed Expenses	209.64	500.00	-290.36	41.93%
Total YEARBOOK	51,005.73	53,000.00	-1,994.27	96.24%
Total Expense	1,345,594.30	1,420,427.89	-74,833.59	94.73%
Net Ordinary Income	389,981.31	-97,183.89	487,165.20	-401.28%
Other Income/Expense				
Other Income				
Dividend Income	6,500.85	2,463.44	4,037.41	263.89%
Interest Income	20,036.41	18,061.02	1,975.39	110.94%
Other Income	93,836.07	0.00	93,836.07	100.0%
Total Other Income	120,373.33	20,524.46	99,848.87	586.49%
Other Expense				
Refund	46.00	0.00	46.00	100.0%
Special Projects				
Database	298,164.21			

	Jul '20 - Mar 21	Budget	\$ Over Budget	% of Budget
Website	17,662.50			
Total Special Projects	315,826.71			
Total Other Expense	315,872.71	0.00	315,872.71	100.0%
Net Other Income	-195,499.38	20,524.46	-216,023.84	-952.52%
Net Income	194,481.93	-76,659.43	271,141.36	-253.7%

	Jul '20 - Mar 21	Jul '19 - Mar 20	\$ Change	% Change
Ordinary Income/Expense				
Income				
01 Memberships	112,592.01	81,224.96	31,367.05	38.62%
02 Family Memberships	630.00	240.00	390.00	162.5%
03 International Memberships	65,780.01	61,267.04	4,512.97	7.37%
04 Additional Breed Sections	2,855.00	1,325.00	1,530.00	115.47%
05 Cattery Registrations	185,507.10	123,496.02	62,011.08	50.21%
06 Individual Registrations	101,001.10	100,192.07	809.03	0.81%
07 Blue Slips	354,820.00	252,102.68	102,717.32	40.74%
08 Litter Registrations	282,571.00	235,785.00	46,786.00	19.84%
09 HHP Registrations	2,466.00	2,896.00	-430.00	-14.85%
10 Transfers/Leases	48,234.00	42,793.28	5,440.72	12.71%
11 Dup/Corr/Add or Delete Suff	18,899.00	20,217.00	-1,318.00	-6.52%
12 Title Confirmations	12,965.00	24,145.00	-11,180.00	-46.3%
13 Supreme Title Confirmations	2,160.00	3,750.00	-1,590.00	-42.4%
14 Cert 3-Gen Pedigrees	75,250.00	61,825.00	13,425.00	21.72%
15 Cert 5-Gen Pedigrees	144,098.00	124,500.00	19,598.00	15.74%
16 Club Charters	250.00	625.00	-375.00	-60.0%
17 Club Fees Renewals	800.00	2,060.00	-1,260.00	-61.17%
18 Judges Fees	380.00	5,300.00	-4,920.00	-92.83%
19 Show License Fees	6,395.00	28,720.00	-22,325.00	-77.73%
20 Annual Awards Fees	10,900.00	44,980.00	-34,080.00	-75.77%
21 Show Insurance Fees	5,400.00	14,115.64	-8,715.64	-61.75%
22 Publications	2.00	0.00	2.00	100.0%
23 TICA TREND	6,985.00	7,360.00	-375.00	-5.1%
24 TICA Yearbook	31,891.00	39,258.00	-7,367.00	-18.77%
25 Miscellaneous	3,250.17	2,530.09	720.08	28.46%
26 COE/OSTD Cattery	3,610.00	2,620.00	990.00	37.79%
27 Election Filing Fees	1,670.00	165.00	1,505.00	912.12%
28 Wire Transfer Fees	123.00	60.00	63.00	105.0%
29 Donations	0.00	-123.40	123.40	100.0%
30 Clerking Fees	105.00	540.00	-435.00	-80.56%
31 OS/OD/LA	430.00	700.00	-270.00	-38.57%
32 Annual Awards Dup/Frt	128.00	261.00	-133.00	-50.96%
33 Website Breeder Listings	25,590.00	20,750.00	4,840.00	23.33%
34 Website Banner Ads	0.00	10,750.00	-10,750.00	-100.0%
35 Website Classified Ads	2,070.00	3,150.00	-1,080.00	-34.29%
37 Rush	66,640.00	33,790.00	32,850.00	97.22%
39 Complaint Fees	315.00	1,050.00	-735.00	-70.0%
40 Shipping Fees	1,224.66	482.00	742.66	154.08%
41 Annual Awards Sponsorships	5,725.00	3,925.00	1,800.00	45.86%
42 Late Fees (Judges/Pstg Due/	1,150.00	1,740.00	-590.00	-33.91%
43 Affinity Program	57.38	491.83	-434.45	-88.33%
44 Return Check Svc/Handling	60.00	120.00	-60.00	-50.0%

	Jul '20 - Mar 21	Jul '19 - Mar 20	\$ Change	% Change
45 Rtn'd Chks/Handling Fees	36.00	54.00	-18.00	-33.33%
46 Refunds	1,936.73	81,520.24	-79,583.51	-97.62%
49 TOES	2,925.00	10,875.00	-7,950.00	-73.1%
50 Endorsement	45,800.00	12,314.26	33,485.74	271.93%
51 Certified Ancestral 5 Gen	160.93	0.00	160.93	100.0%
Corporate Sponsorships	67,749.10	141,505.10	-73,756.00	-52.12%
Unallocated	31,988.42	-11,657.27	43,645.69	374.41%
Total Income	1,735,575.61	1,595,790.54	139,785.07	8.76%
Gross Profit	1,735,575.61	1,595,790.54	139,785.07	8.76%
Expense				
ANNUAL AWARDS PROGRAM				
Annual Awards Program - Other	16.24	10,000.00	-9,983.76	-99.84%
Banquet Expense	0.00	13,020.83	-13,020.83	-100.0%
Freight and Postage	1,276.48	479.46	797.02	166.23%
Plaques/Trophies	7,895.95	10,170.38	-2,274.43	-22.36%
Regional Rebate	1,376.00	1,352.00	24.00	1.78%
Rosettes	8,685.88	5,409.30	3,276.58	60.57%
Total ANNUAL AWARDS PROGRAM	19,250.55	40,431.97	-21,181.42	-52.39%
BANK				
Card Charges	21,988.43	18,196.15	3,792.28	20.84%
PayPal Fees	49,388.16	40,347.74	9,040.42	22.41%
Returned Checks	36.00	54.00	-18.00	-33.33%
Service Charges	562.10	5,378.98	-4,816.88	-89.55%
BANK - Other	0.00	-15.00	15.00	100.0%
Total BANK	71,974.69	63,961.87	8,012.82	12.53%
BOARD MEETING EXPENSE				
Annual Meeting				
Appointed Officials - Lodging	0.00	3,215.30	-3,215.30	-100.0%
Appointed Officials - Per Diem	0.00	1,732.12	-1,732.12	-100.0%
Appointed Officials - Travel				
Misc	0.00	25.00	-25.00	-100.0%
Appointed Officials - Travel - Other	0.00	3,378.30	-3,378.30	-100.0%
Total Appointed Officials - Travel	0.00	3,403.30	-3,403.30	-100.0%
Board-Lodging	0.00	11,013.82	-11,013.82	-100.0%
Board-Per Diem	0.00	6,145.00	-6,145.00	-100.0%
Board-Travel	0.00	13,665.26	-13,665.26	-100.0%
Room/Refreshments/Supplies	0.00	1,876.03	-1,876.03	-100.0%
Annual Meeting - Other	0.00	350.57	-350.57	-100.0%
Total Annual Meeting	0.00	41,401.40	-41,401.40	-100.0%
Spring Meeting				
Board-Travel	1,074.70	0.00	1,074.70	100.0%
Total Spring Meeting	1,074.70	0.00	1,074.70	100.0%
Total BOARD MEETING EXPENSE	1,074.70	41,401.40	-40,326.70	-97.4%

	<u>Jul '20 - Mar 21</u>	<u>Jul '19 - Mar 20</u>	<u>\$ Change</u>	<u>% Change</u>
COMMUNICATIONS				
Internet Charges	0.00	0.00	0.00	0.0%
Telephone	14,326.35	20,420.31	-6,093.96	-29.84%
Total COMMUNICATIONS	14,326.35	20,420.31	-6,093.96	-29.84%
COMPUTER				
Equipment	5,347.26	12,115.11	-6,767.85	-55.86%
Programming	78,356.00	90,309.36	-11,953.36	-13.24%
Total Programming	78,356.00	90,309.36	-11,953.36	-13.24%
Software	19,865.96	17,008.65	2,857.31	16.8%
Website Support	13,830.00	13,069.96	760.04	5.82%
Total COMPUTER	117,399.22	132,503.08	-15,103.86	-11.4%
CORPORATE SPONSORSHIP	27,934.63	80,550.81	-52,616.18	-65.32%
DEPRECIATION EXPENSE	15,644.11	11,250.00	4,394.11	39.06%
DUES/MISC/SUBS/GIFTS	4,771.94	3,977.50	794.44	19.97%
FREIGHT AND POSTAGE				
Box Rent/Permits	322.00	254.00	68.00	26.77%
Freight-Customers	2,249.93	712.66	1,537.27	215.71%
Freight-Show Supplies	0.00	185.17	-185.17	-100.0%
Freight - Marketing	300.47	7,328.27	-7,027.80	-95.9%
Other Freight Charges	0.00	81.93	-81.93	-100.0%
Postage Meter	29,147.14	22,035.00	7,112.14	32.28%
Total FREIGHT AND POSTAGE	32,019.54	30,597.03	1,422.51	4.65%
INSURANCE				
Director's Liability Insurance	3,755.00	3,609.00	146.00	4.05%
Emp Bond	500.00	0.00	500.00	100.0%
General/Administrative	1,038.00	1,100.00	-62.00	-5.64%
Judge's Liability	1,163.00	1,192.50	-29.50	-2.47%
Property	1,831.00	1,400.00	431.00	30.79%
Show Liability	20,922.41	26,319.04	-5,396.63	-20.51%
Total INSURANCE	29,209.41	33,620.54	-4,411.13	-13.12%
MARKETING				
Advertising	9,904.81	28,807.00	-18,902.19	-65.62%
MEET THE BREEDS	0.00	22,704.10	-22,704.10	-100.0%
Printed Materials	0.00	807.10	-807.10	-100.0%
Special Events	8,761.11	33,835.65	-25,074.54	-74.11%
Supplies	37.53	1,221.56	-1,184.03	-96.93%
Travel Expense	110.00	5,282.66	-5,172.66	-97.92%
MARKETING - Other	0.00	1,258.00	-1,258.00	-100.0%
Total MARKETING	18,813.45	93,916.07	-75,102.62	-79.97%
OFFICE EQUIPMENT				
Leases	5,126.86	4,966.14	160.72	3.24%
Maintenance	243.50	673.58	-430.08	-63.85%
Purchase	1,485.98	968.30	517.68	53.46%

	Jul '20 - Mar 21	Jul '19 - Mar 20	\$ Change	% Change
Repair	75.00	0.00	75.00	100.0%
Total OFFICE EQUIPMENT	6,931.34	6,608.02	323.32	4.89%
OFFICE MAINTENANCE				
Renovation	0.00	11,850.84	-11,850.84	-100.0%
Repairs	0.00	40,000.00	-40,000.00	-100.0%
Total OFFICE MAINTENANCE	0.00	51,850.84	-51,850.84	-100.0%
OFFICE SUPPLIES				
Laminating Supplies	2,439.84	1,194.90	1,244.94	104.19%
Other	3,534.50	8,664.97	-5,130.47	-59.21%
Paper	289.93	1,343.78	-1,053.85	-78.42%
Toner	1,937.63	4,340.89	-2,403.26	-55.36%
OFFICE SUPPLIES - Other	0.00	21.99	-21.99	-100.0%
Total OFFICE SUPPLIES	8,201.90	15,566.53	-7,364.63	-47.31%
PAYROLL				
Contract Labor	1,656.88	26,999.17	-25,342.29	-93.86%
Employee Benefits	10,685.76	11,135.04	-449.28	-4.04%
IRA Contributions	2,689.52	2,671.27	18.25	0.68%
Salary/Wages				
Overtime	29,053.37	0.00	29,053.37	100.0%
Salary/Wages - Other	638,100.22	605,835.67	32,264.55	5.33%
Total Salary/Wages	667,153.59	605,835.67	61,317.92	10.12%
Taxes	57,683.30	54,099.70	3,583.60	6.62%
Total PAYROLL	739,869.05	700,740.85	39,128.20	5.58%
PRINTING				
Other	2,032.52	1,856.66	175.86	9.47%
Total PRINTING	2,032.52	1,856.66	175.86	9.47%
PROFESSIONALS FEES				
Accounting and Audit	29,940.00	26,785.00	3,155.00	11.78%
Balloting	4,000.00	3,000.00	1,000.00	33.33%
Legal	12,000.00	14,369.00	-2,369.00	-16.49%
Payroll Preparation	1,996.26	1,507.24	489.02	32.45%
Total PROFESSIONALS FEES	47,936.26	45,661.24	2,275.02	4.98%
REIMBURSEMENTS				
Club Support	1,992.02	0.00	1,992.02	100.0%
Judging Administrator	0.00	128.46	-128.46	-100.0%
Judging Committee	0.00	0.00	0.00	0.0%
REIMBURSEMENTS - Other	0.00	1,397.93	-1,397.93	-100.0%
Total REIMBURSEMENTS	1,992.02	1,526.39	465.63	30.51%
RENT AND UTILITIES				
Custodial	6,456.50	5,523.00	933.50	16.9%
Rent	23,778.00	21,136.00	2,642.00	12.5%
Total RENT AND UTILITIES	30,234.50	26,659.00	3,575.50	13.41%
SECURITY	259.80	1,460.29	-1,200.49	-82.21%

	<u>Jul '20 - Mar 21</u>	<u>Jul '19 - Mar 20</u>	<u>\$ Change</u>	<u>% Change</u>
TAXES				
Federal	69.17	25.31	43.86	173.29%
Property	597.62	1,861.67	-1,264.05	-67.9%
State	175.85	68.31	107.54	157.43%
TAXES - Other	0.00	56.32	-56.32	-100.0%
Total TAXES	<u>842.64</u>	<u>2,011.61</u>	<u>-1,168.97</u>	<u>-58.11%</u>
TRAVEL REIMBURSEMENTS				
Employee	8,140.81	0.00	8,140.81	100.0%
Officers	2,845.29	3,123.68	-278.39	-8.91%
Total TRAVEL REIMBURSEMENTS	<u>10,986.10</u>	<u>3,123.68</u>	<u>7,862.42</u>	<u>251.7%</u>
TREND EXPENSES				
Editorial Fees	12,600.00	15,750.00	-3,150.00	-20.0%
Publishing and Distribuion	80,283.85	83,613.82	-3,329.97	-3.98%
Total TREND EXPENSES	<u>92,883.85</u>	<u>99,363.82</u>	<u>-6,479.97</u>	<u>-6.52%</u>
YEARBOOK				
Editorial Fees	12,000.00	10,500.00	1,500.00	14.29%
Freight	7,851.03	8,656.59	-805.56	-9.31%
Publishing	30,945.06	33,243.54	-2,298.48	-6.91%
Reimbursed Expenses	209.64	450.87	-241.23	-53.5%
Total YEARBOOK	<u>51,005.73</u>	<u>52,851.00</u>	<u>-1,845.27</u>	<u>-3.49%</u>
Total Expense	<u>1,345,594.30</u>	<u>1,561,910.51</u>	<u>-216,316.21</u>	<u>-13.85%</u>
Net Ordinary Income	<u>389,981.31</u>	<u>33,880.03</u>	<u>356,101.28</u>	<u>1,051.07%</u>
Other Income/Expense				
Other Income				
Capital Gains	0.00	146.09	-146.09	-100.0%
Dividend Income	6,500.85	3,753.87	2,746.98	73.18%
Interest Income	20,036.41	18,840.06	1,196.35	6.35%
Other Income	93,836.07	-117,579.59	211,415.66	179.81%
Total Other Income	<u>120,373.33</u>	<u>-94,839.57</u>	<u>215,212.90</u>	<u>226.92%</u>
Other Expense				
Refund	46.00	102.00	-56.00	-54.9%
Special Projects				
Database	298,164.21	0.00	298,164.21	100.0%
Website	17,662.50	0.00	17,662.50	100.0%
Total Special Projects	<u>315,826.71</u>	<u>0.00</u>	<u>315,826.71</u>	<u>100.0%</u>
Total Other Expense	<u>315,872.71</u>	<u>102.00</u>	<u>315,770.71</u>	<u>309,579.13%</u>
Net Other Income	<u>-195,499.38</u>	<u>-94,941.57</u>	<u>-100,557.81</u>	<u>-105.92%</u>
Net Income	<u><u>194,481.93</u></u>	<u><u>-61,061.54</u></u>	<u><u>255,543.47</u></u>	<u><u>418.5%</u></u>

Mar 31, 21

ASSETS

Current Assets

Checking/Savings

PayPal Account	812.06
RBC Investment Account	1,279,495.79
TSB-General	294,670.52
TSB-Payroll	54,222.78

Total Checking/Savings 1,629,201.15

Other Current Assets

A/R Membership	6,883.12
Interest Receivable	6,141.84
Inventory Yearbook	3,910.00
PrePaid Expenses	43,401.47

Total Other Current Assets 60,336.43

Total Current Assets 1,689,537.58

Fixed Assets

capital lease improvement	104,715.10
Equipment/Machinery	163,483.61
Furniture/Fixtures	22,476.16
Recorded Depreciation	-267,328.18

Total Fixed Assets 23,346.69

Other Assets

Amortization of Intangibles	-13,948.55
Intangible Assets - Website	17,577.50

Total Other Assets 3,628.95

TOTAL ASSETS 1,716,513.22

LIABILITIES & EQUITY

Liabilities

Current Liabilities

Other Current Liabilities

Credits Payable Membership	116,205.31
Deferred Income	170,344.00
Payroll Liabilities	19,185.50
Payroll Payable	33,047.90

Total Other Current Liabilities 338,782.71

Total Current Liabilities 338,782.71

Long Term Liabilities

Compensated Absences	38,894.27
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Total Long Term Liabilities 38,894.27

Total Liabilities 377,676.98

Equity

Retained Earnings	679,199.07
Unrestricted Fund Balance	465,155.24
Net Income	194,481.93

Total Equity 1,338,836.24

TOTAL LIABILITIES & EQUITY 1,716,513.22

TICA 2021 SPRING MEETING



The International *Cat* Association



FOLLOW TICA
on INSTAGRAM



LIKE TICA
on FACEBOOK



FOLLOW TICA
on TWITTER

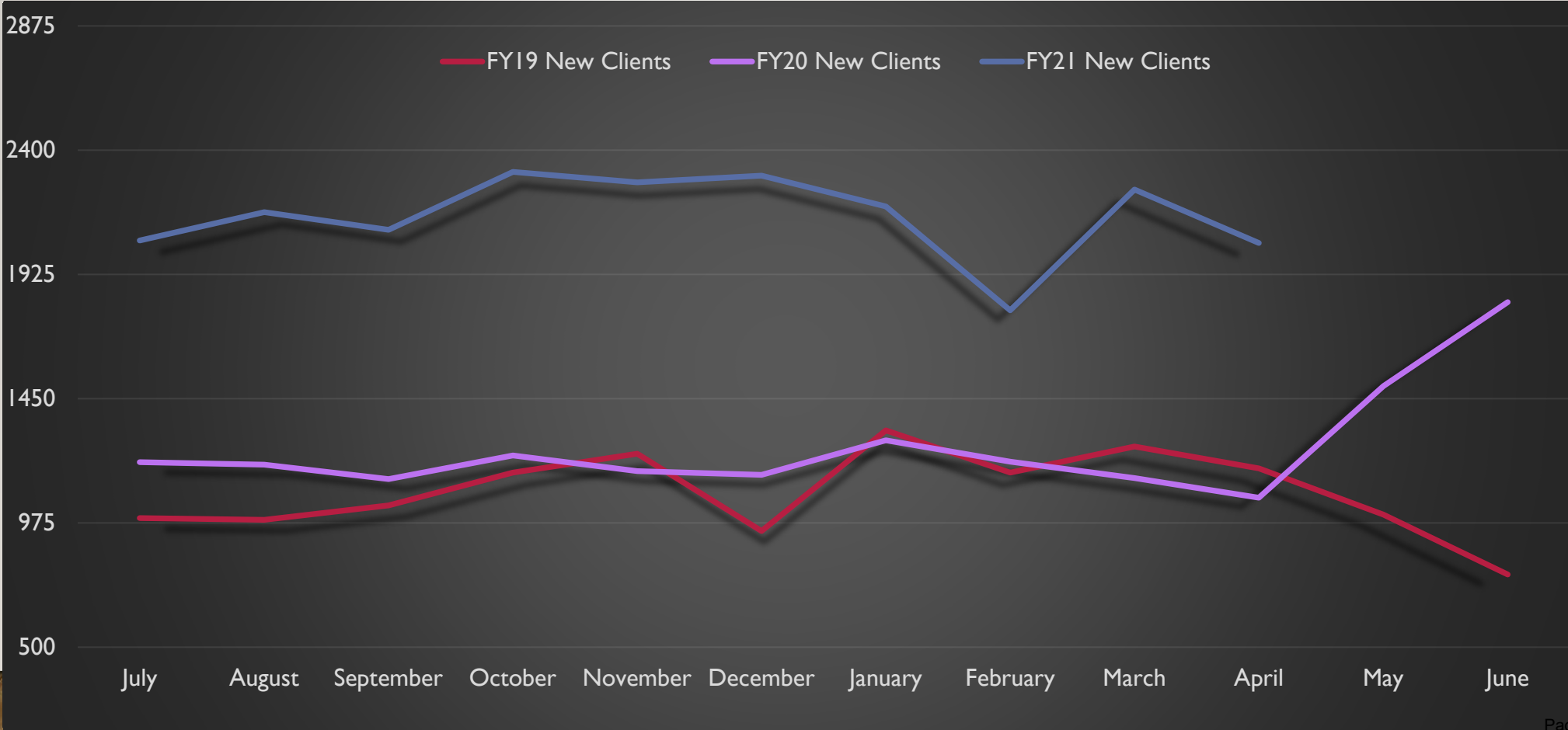
FOLLOW TICA
on social media

AGENDA

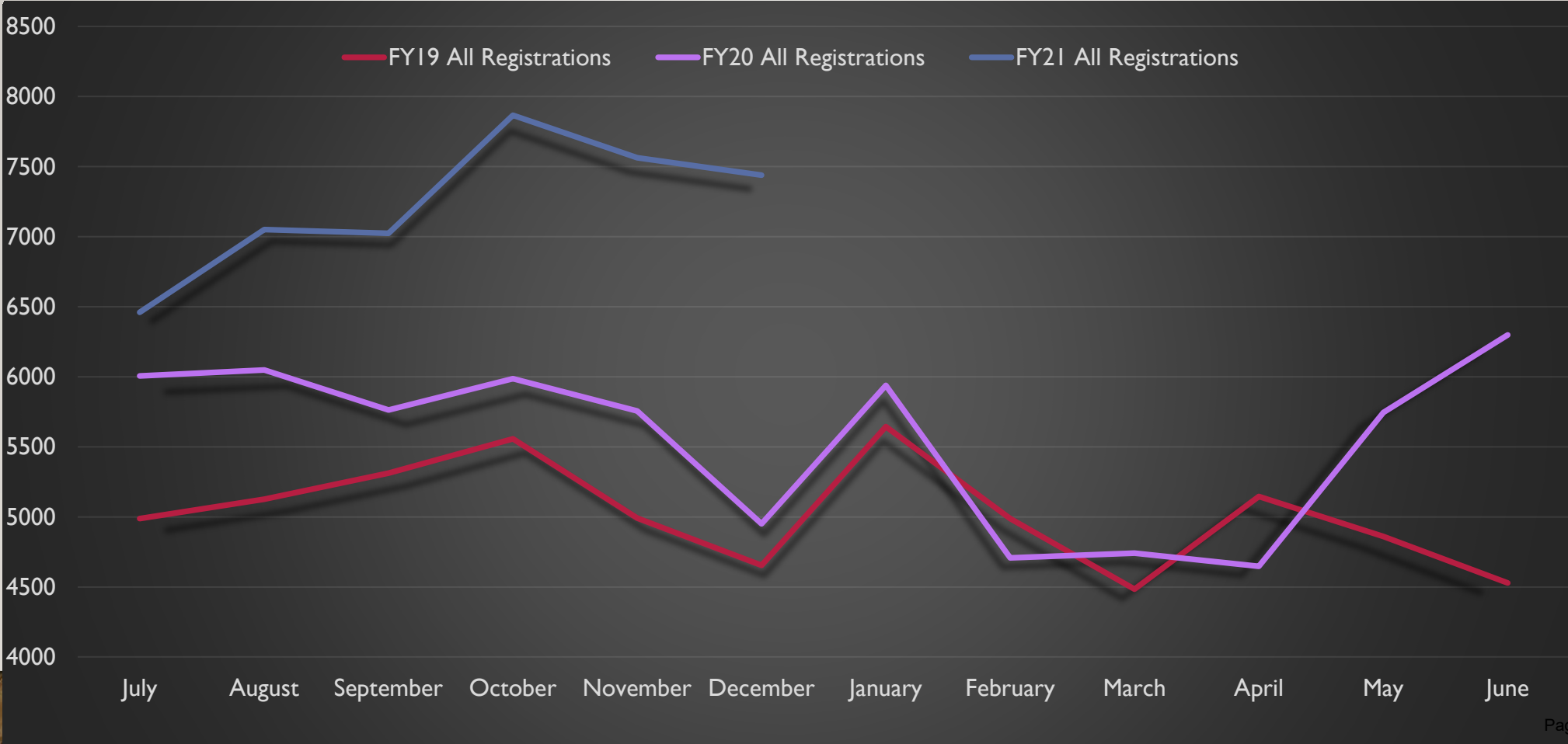
- Performance Measures
- Marketing
- New Website
- Salesforce



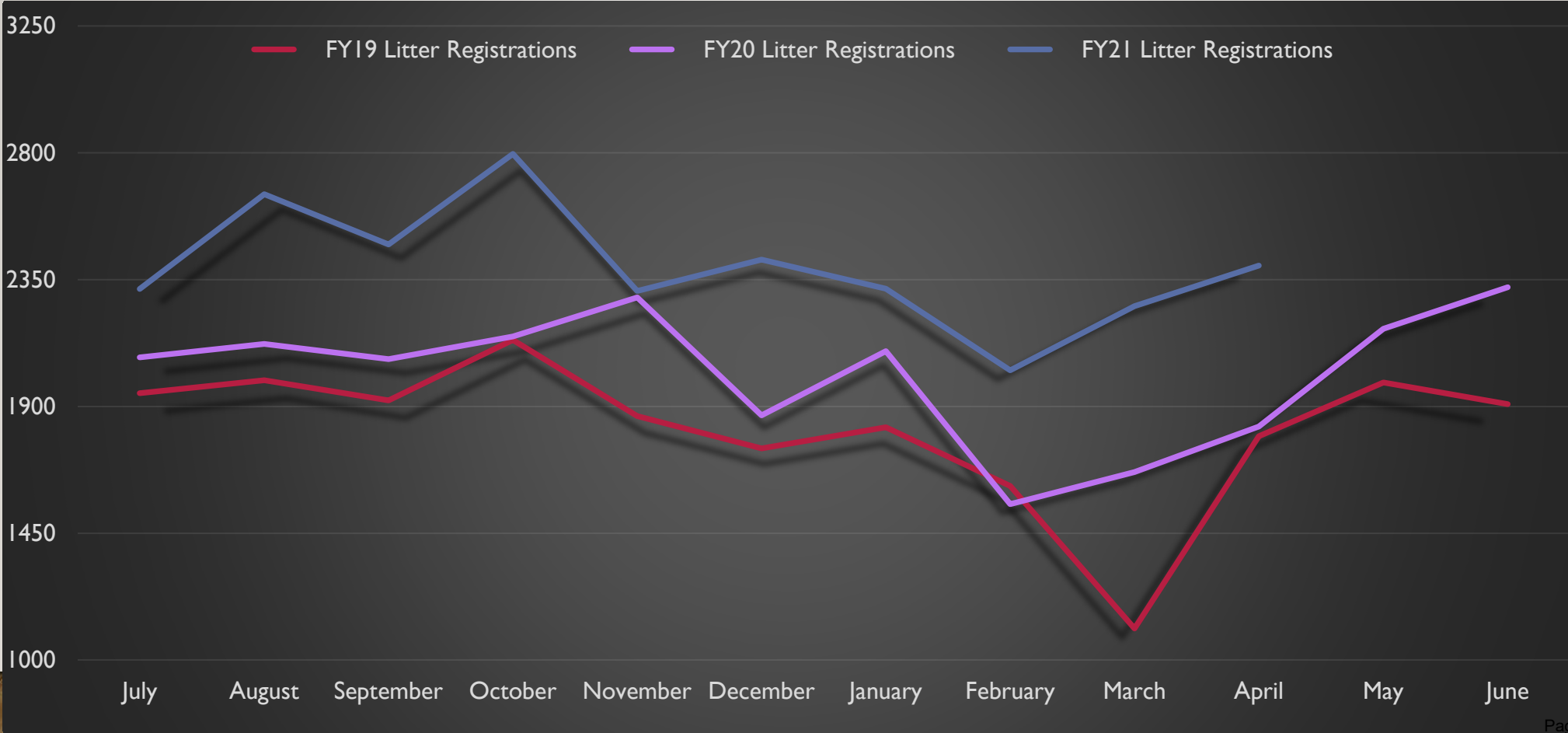
NEW CLIENTS



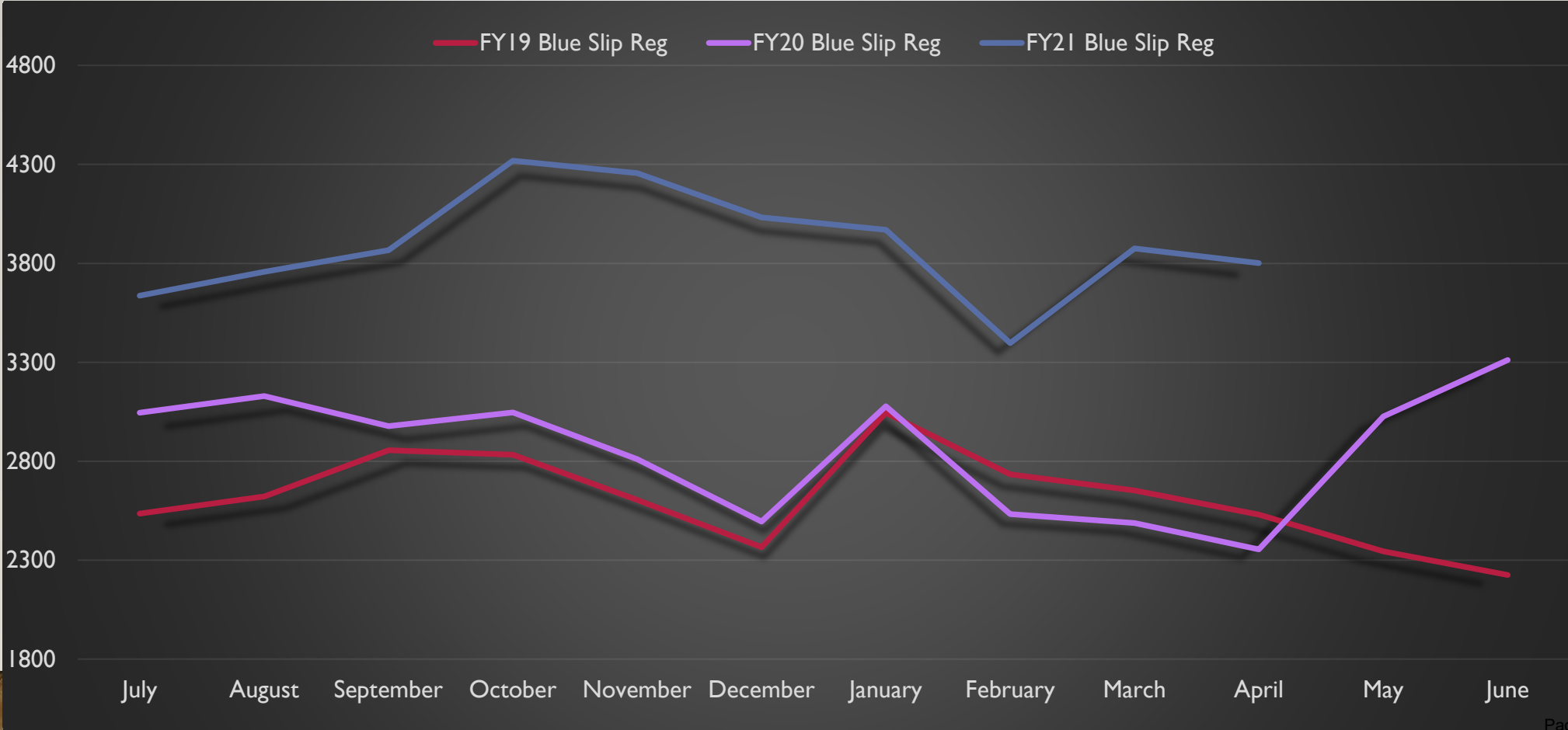
ALL REGISTRATIONS



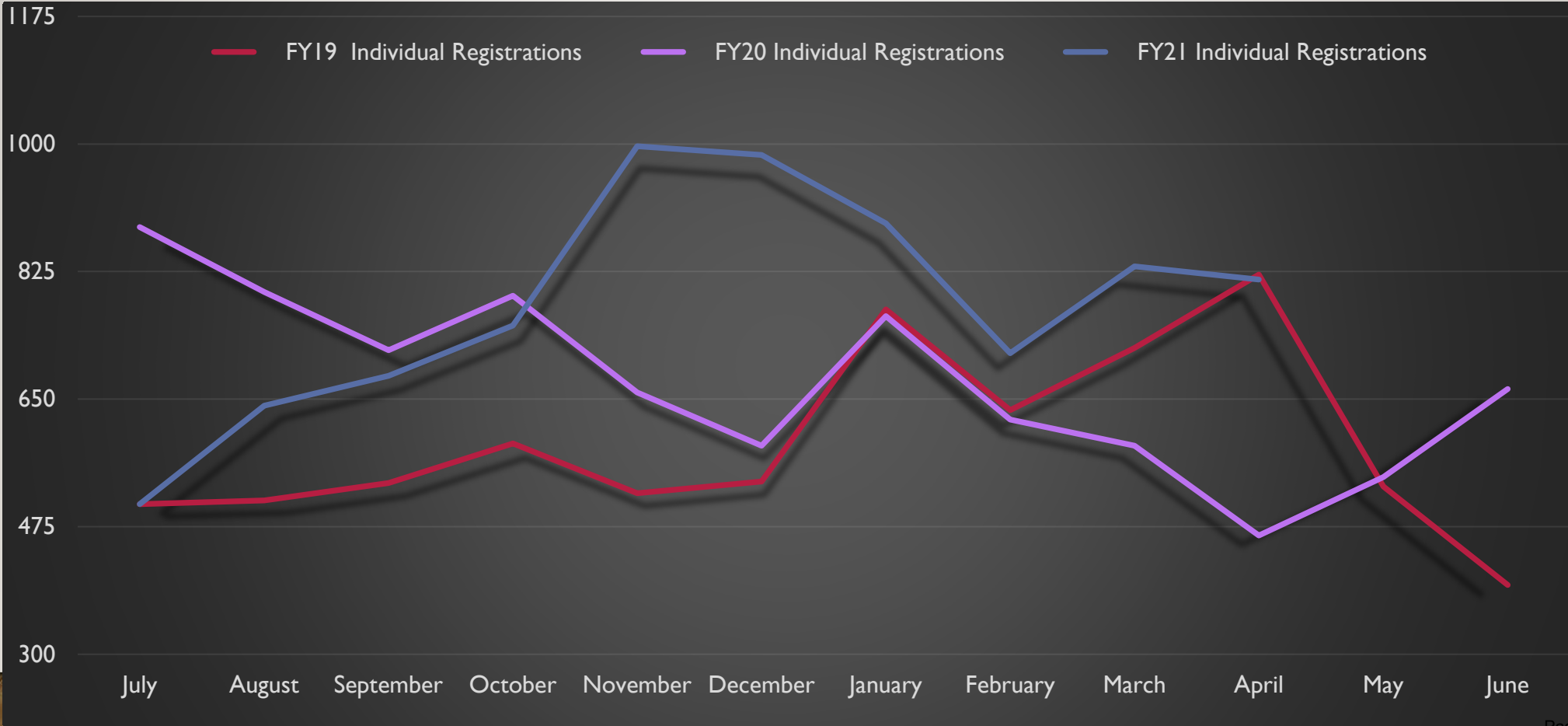
LITTER REGISTRATION



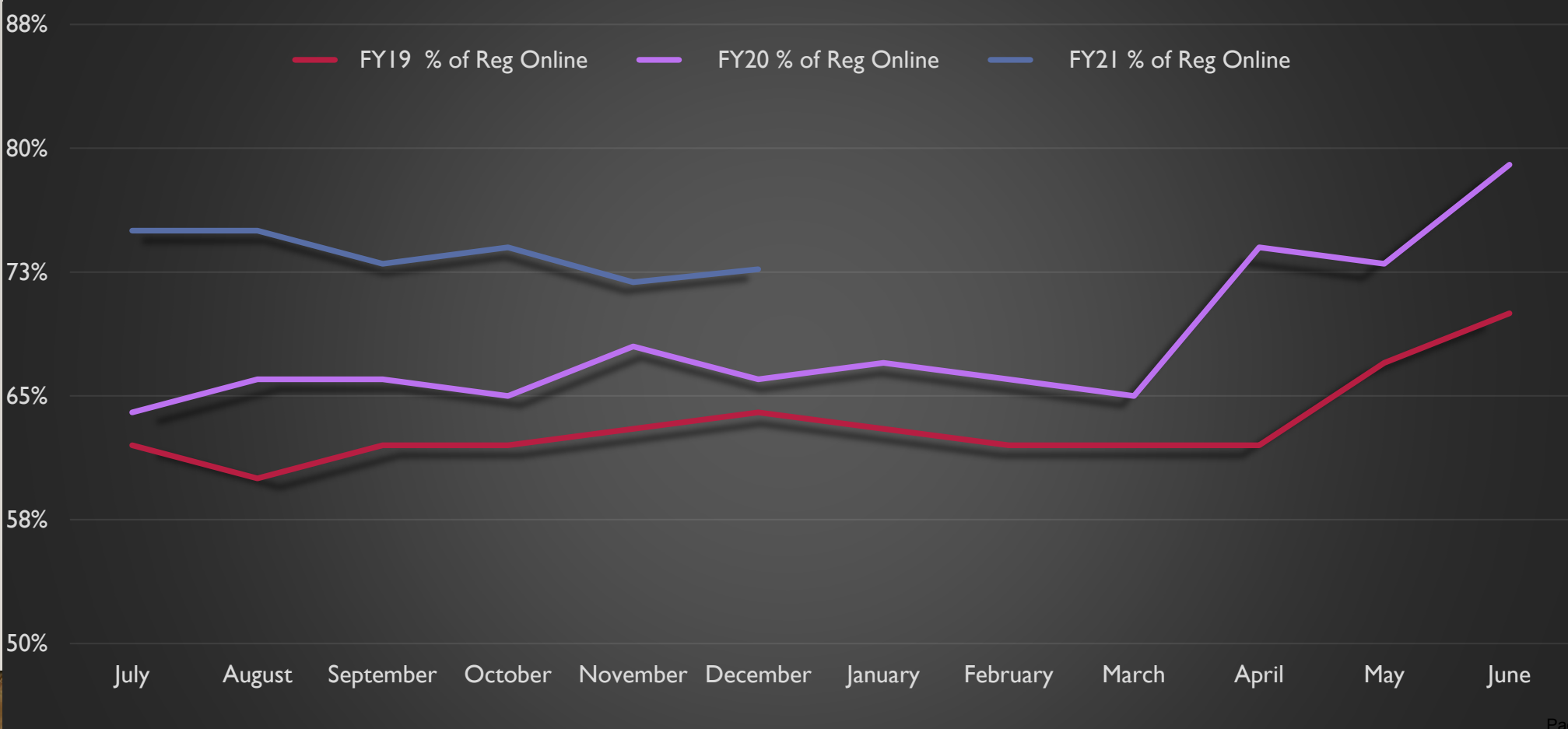
BLUE SLIP REGISTRATIONS



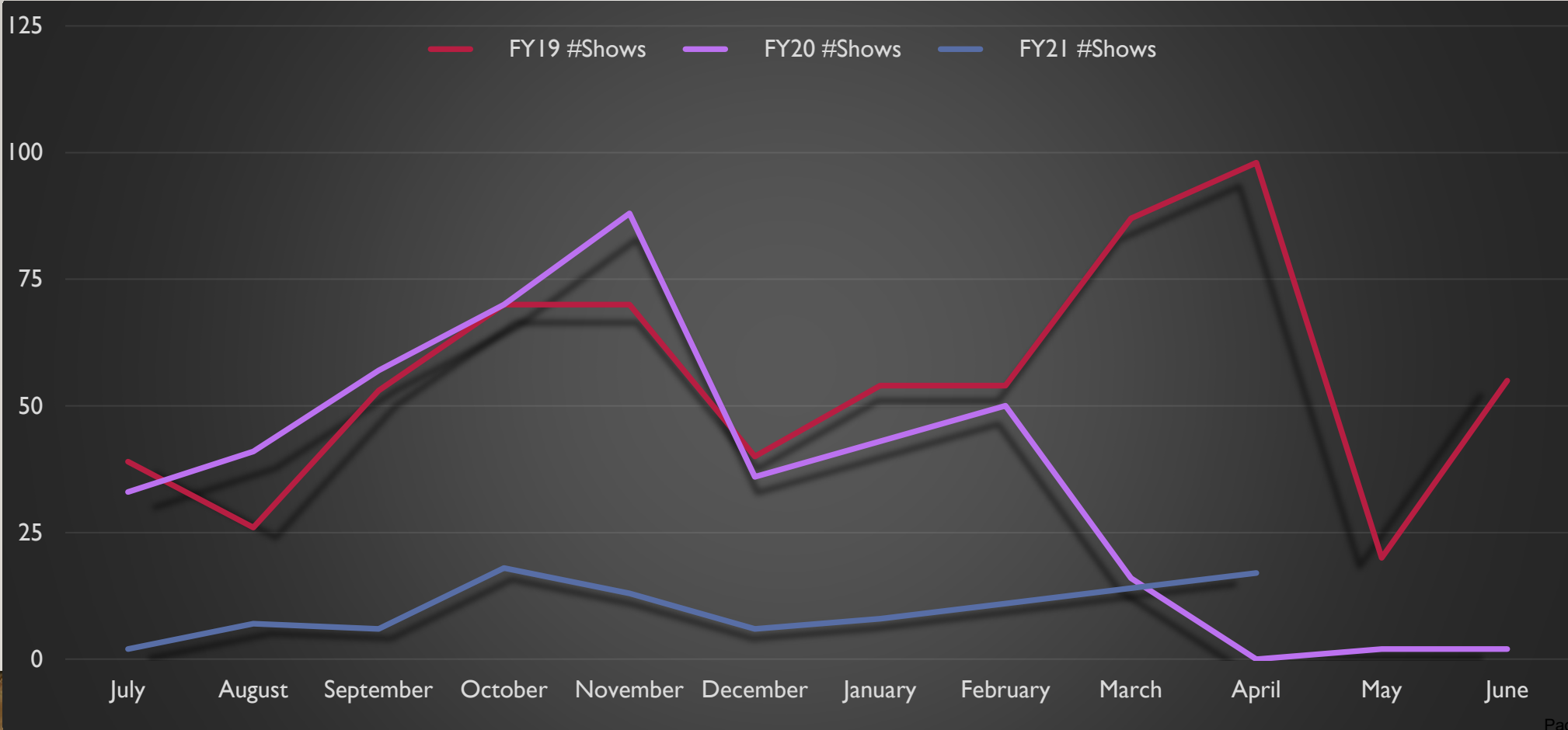
INDIVIDUAL REGISTRATIONS



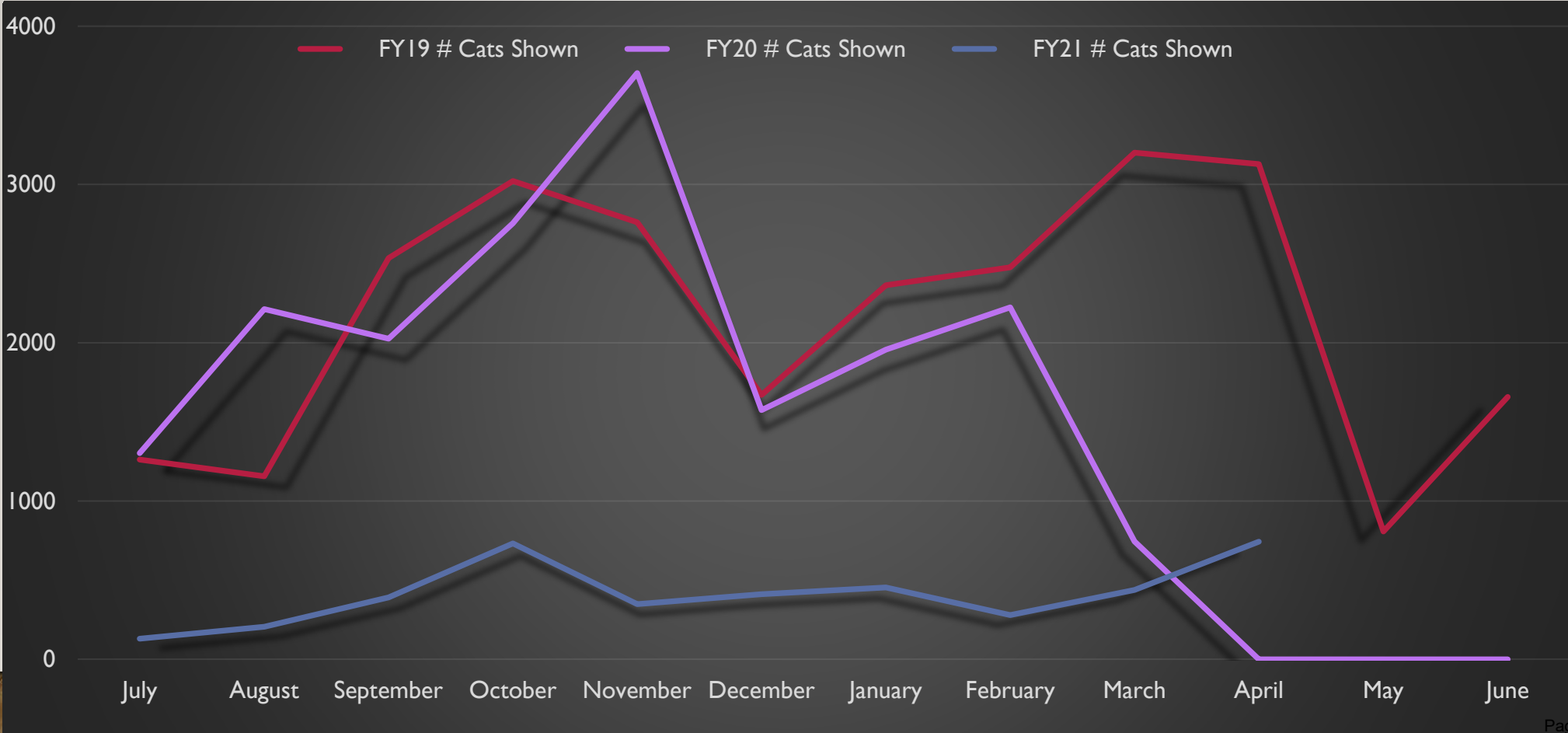
PERCENT REGISTRATION ON-LINE (TDS)



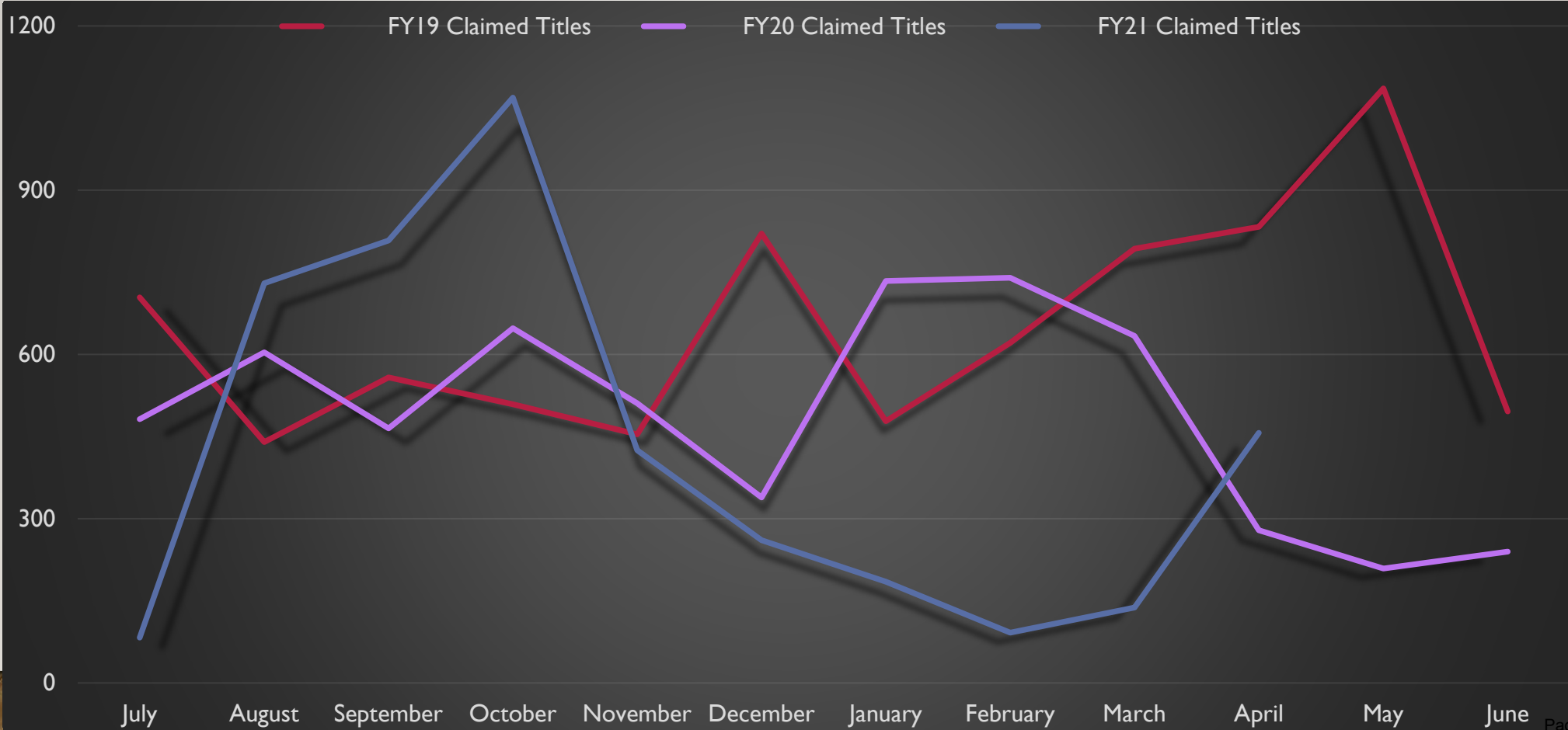
SHOWS



CATS SHOWN

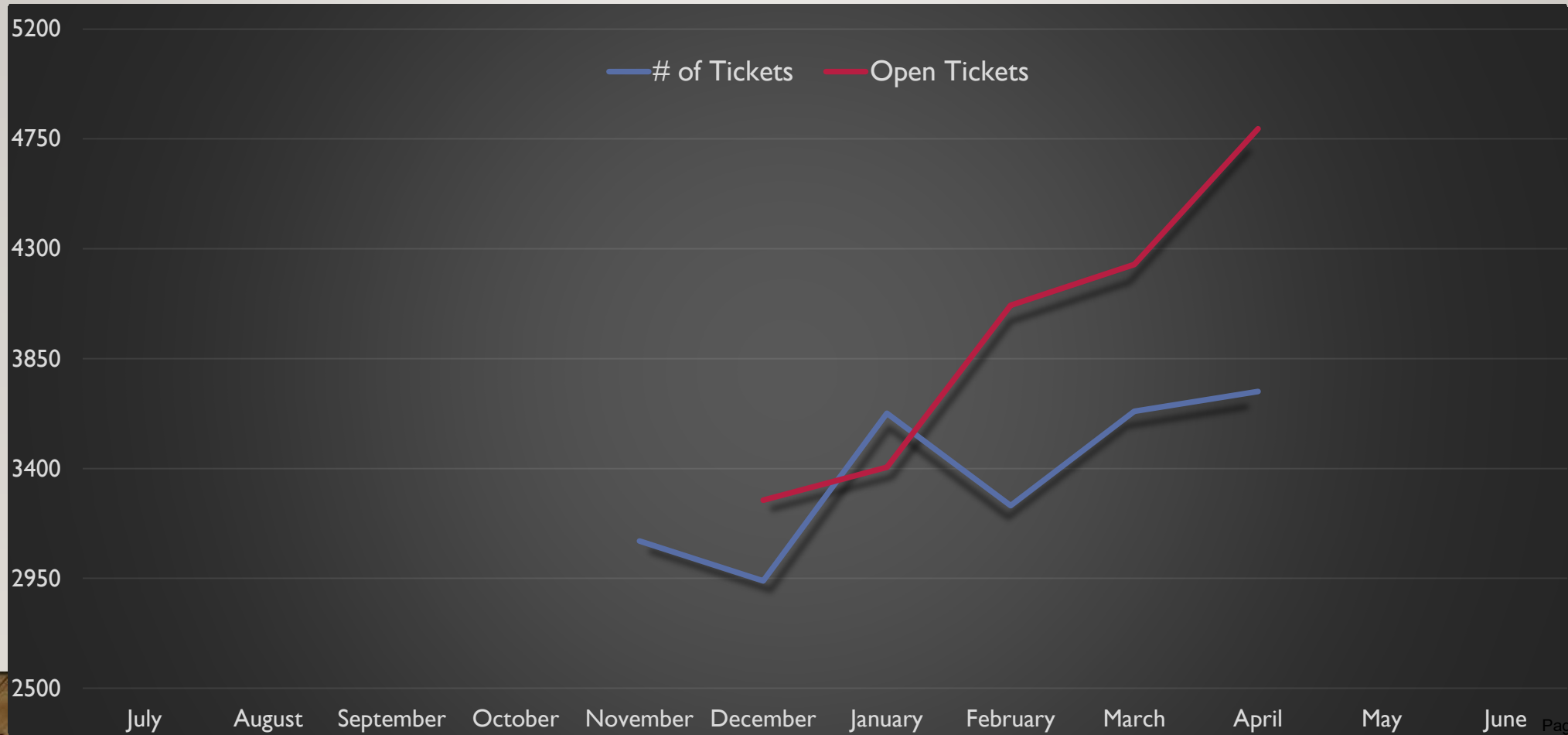


CLAIMED TITLES





BACKLOG





MARKETING



- The pet industry has overcome a year of COVID-related challenges and continued to flourish, reaching a milestone in 2020 by exceeding \$100B in U.S. sales. This has been supported by a September 2020 study from the American Pet Products Association (APPA)
- While people were stuck at home, online shopping climbed and has not stopped. Post pandemic spending is projected to grow even more.
- With the implementation of both the new business platform and the brand new TICA website, we can service the growth more effectively, and offer our services to a broader business base who have been waiting to partner with TICA.

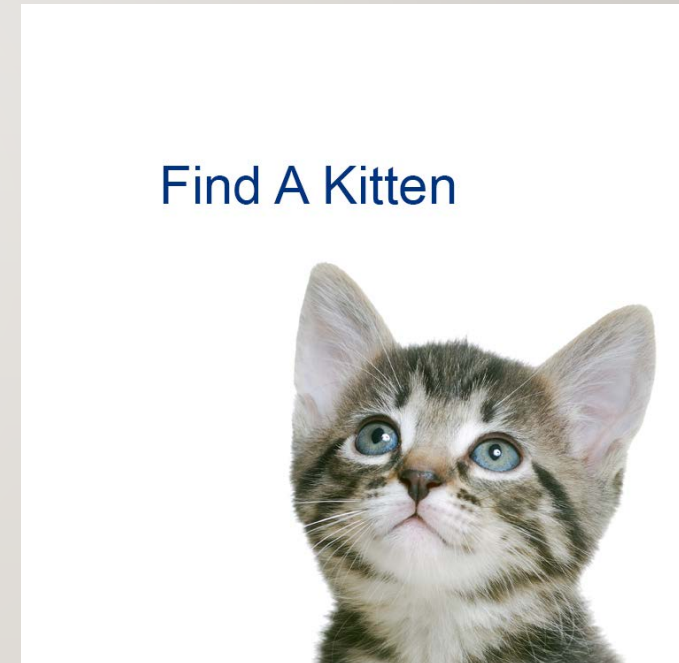
MARKETING CONTINUED



- TICA is proud to be a key sponsor for the [TX Unites Animal Welfare Conference, National Kitten Coalition Veterinarian](#) conference, AAFP-American Association of Feline Practitioners, [this event being hybrid with very limited in-person space, TICA was one of the first to receive an invite to have a physical booth],
- The [WPA-Super Zoo](#) is back and TICA will again share a presence in the Dr. Elsey's Cat Products booth. TICA is so fortunate to have the invite from Dr. Elsey because this would be cost prohibitive for TICA alone.
- The first-time sponsor and participation in World Pet Association's, [Atlanta Pet Fair and Grooming Competition](#).
- WPA donated a second booth to TICA who is partnering with the [International Professional Groomers Association](#), because WPA wanted to make sure "the cats in the booth had plenty of room." Thanks goes to Meg Ridgway for staffing the booth with some lovely cats for interaction with the attendees.

PUBLICATIONS

- Trend
- Newsletter





MARKETING MOVING FORWARD



Branding TICA with a new look and feel with focus on international



Focused on launch of new Salesforce business platform and the new TICA website.



TICA continues to research marketing features of Salesforce, Marketing Cloud, that will move TICA to a modern effective on-line format of marketing TICA.



The more you are found, the more you are found! It's all about being found!



BRANDED EMAIL MESSAGES

- Can be automated to send to new clients and members
 - Reminders for renewals
 - Updates on cases submitted
 - New titles are available
 - Payment reminders
 - Breeder listing expirations
- Messages can be developed for countries using specific languages (we will grow into this).



The International *Cat* Association

Thank you for making the decision to become a member of TICA. As a member, you have a voice in TICA and we want to make sure your voice is heard.

Here are a few resources to help get you started:

- You are in the Southeast Region and your regional Director is Steve Lawson.
 - email: regional.director.se@tica.org
 - [Find a club in your region](#) to start showing
 - [Join the Great Lakes Facebook group](#) where you will find other TICA members who can help answer questions and provide direction.
- You can find [TICA rules on-line](#) at TICA.org
- You can also [subscribe to TICA's News Letter](#)
- One of the best and fastest ways to get up-to-date information is by following us on [Instagram](#), [Twitter](#) or [Facebook](#). You will get the latest information on board meetings upcoming events, proposed new rules and much more!.

You may want to save this email for future reference.

If you have any questions you can contact your regional director.

Welcome to the TICA Family!

FOLLOW TICA
on social media



FOLLOW TICA
on INSTAGRAM



LIKE TICA
on FACEBOOK



FOLLOW TICA
on TWITTER

TICA.ORG – GOING WITH THE PROS!



-
- Launch in late August / Early September
 - SEO functionality and best practices in development to improve the “search engine optimization” of content, increasing the likelihood that our site will be found by new audience members.
 - Implementation of custom navigation and design features to help your users find what they need faster.
 - New site designs include features for highlighted content and Calls to Action, guiding users to key actions and forms that will increase signups and engagement.
 - Site will be managed through WordPress, making the content editing and publishing process much easier and accessible.
 - Content assistance will account for keywords and common search terms, helping to ensure that our priority content will be more easily found through search results.

HOME PAGE MOCKUP

The mockup displays the TICA website home page. At the top, the TICA logo is on the left, and navigation links for Search, Log in, Register My Cat, Find a Cat, Show Calendar, and Contact Us are on the right. Below the logo, the text 'The International Cat Association' is displayed. A secondary navigation bar includes links for ABOUT US, FIND A CAT, SHOWS & WINNING CATS, TICA'S BREEDS, JOIN TICA, and LEARN ABOUT MY CAT. The main hero section features a large blue background with a circular image of a smiling woman holding a black and white cat. The text reads: 'Promoting the preservation of *pedigreed cats* and the health and welfare of all *domestic cats*.' Below this is an orange 'EXPLORE MEMBERSHIP' button. The 'All About Cats' section follows, containing three circular article thumbnails. Each thumbnail has a blue background and a white circular image of a cat or a person with a cat. The first thumbnail shows a white cat with the text 'This is a post or article about cats' and 'Sep 21, 2020'. The second shows a woman with a cat and the text 'Nam condimentum vitae ligula vel ornare phasellus at semper turpis' and 'Sep 21, 2020'. The third shows a grey cat with the text 'Donec facilis tortor ut augue lacinia, at viverra est semper, sed sapien metus' and 'Sep 21, 2020'.

Search | Log in | Register My Cat | Find a Cat | Show Calendar | Contact Us

TICA The International *Cat* Association

ABOUT US | FIND A CAT | SHOWS & WINNING CATS | TICA'S BREEDS | JOIN TICA | LEARN ABOUT MY CAT

Promoting the preservation of *pedigreed cats* and the health and welfare of all *domestic cats*.

EXPLORE MEMBERSHIP

All About Cats



This is a post or article about cats
Sep 21, 2020

Nam condimentum vitae ligula vel ornare phasellus at semper turpis
Sep 21, 2020

Donec facilis tortor ut augue lacinia, at viverra est semper, sed sapien metus
Sep 21, 2020



LANDING PAGE

Search | Log in | Register My Cat | Find a Cat | Show Calendar | Contact Us |  


TICA The International *Cat* Association

ABOUT US ▾ FIND A CAT ▾ SHOWS & WINNING CATS ▾ TICA'S BREEDS ▾ JOIN TICA ▾ LEARN ABOUT MY CAT ▾


About / Landing Page

[Home](#) / [About Us](#)

Lorem ipsum dolor sit amet, consectetur adipiscing elit. Donec iaculis eleifend vehicula. Suspendisse et egestas massa. Donec vitae magna interdum, placerat nisl eget, accumsan risus. Maecenas sem dui, aliquam non semper eu, ullamcorper vel velit. Quisque justo elit, bibendum eu turpis in, condimentum placerat dolor. Curabitur ipsum mi, sagittis eu congue ut, ultricies in sem. Cras finibus erat ante, congue semper augue congue auctor. Ut non velit nec urna placerat luctus vel ac diam.




Sample Call Out Styles - 3 up



This is a call out title

Cras finibus erat ante, congue semper augue congue auctor. Ut non velit nec urna placerat luctus vel ac diam. Proin blandit scelerisque metus, a suscipit massa cursus a. Sed eu convallis libero.


[LINK TO MORE INFO](#)



This is also a call out title

Cras finibus erat ante, congue semper augue congue auctor. Ut non velit nec urna placerat luctus vel ac diam. Proin blandit scelerisque metus, a suscipit massa cursus a. Sed eu convallis libero.

[LINK TO MORE INFO](#)

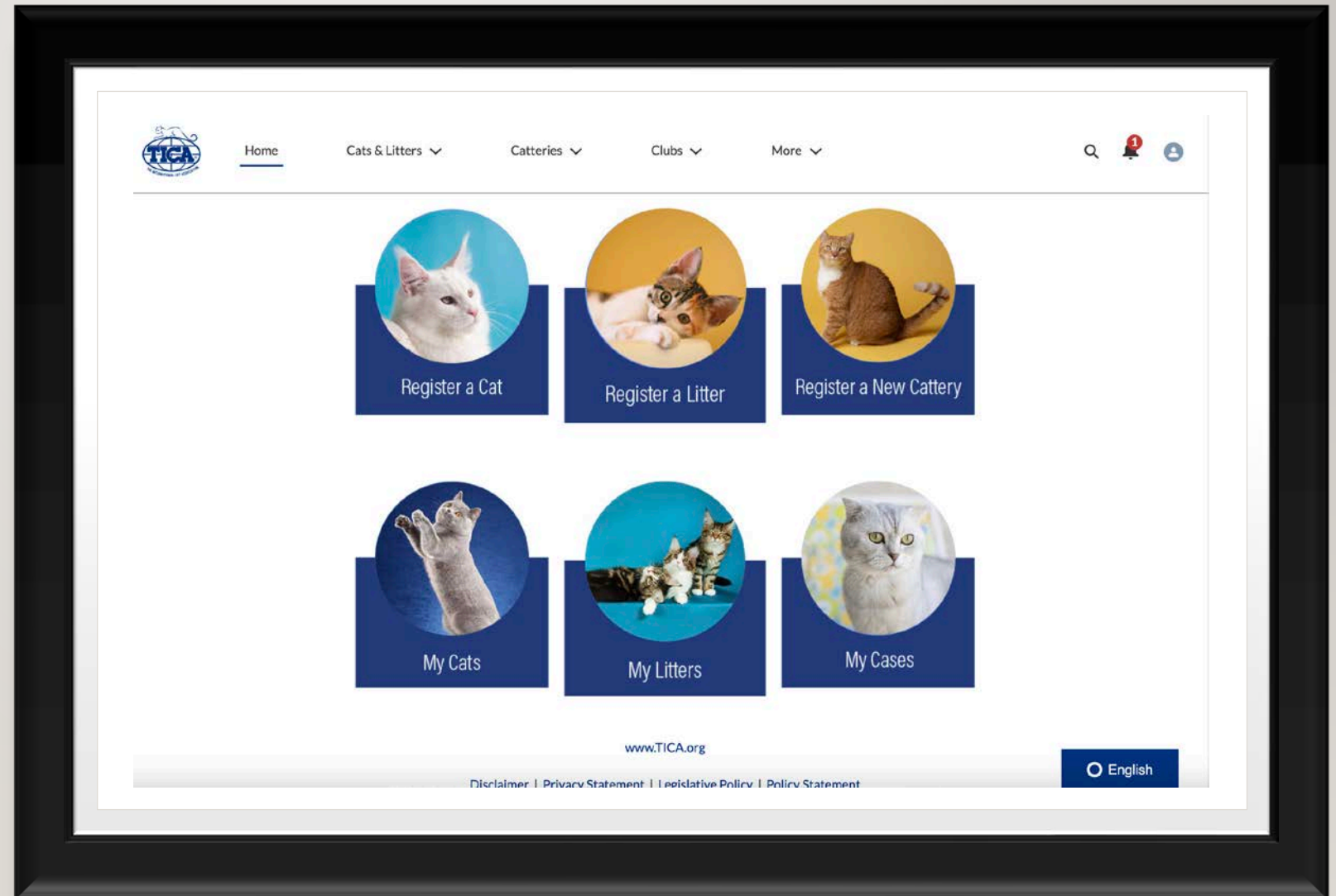


This is also a call out title

Cras finibus erat ante, congue semper augue congue auctor. Ut non velit nec urna placerat luctus vel ac diam. Proin blandit scelerisque metus, a suscipit massa cursus a. Sed eu convallis libero.

[LINK TO MORE INFO](#)

SALESFORCE LAUNCH



COO MESSAGE

- Link to video in description.