

WELSH PONY & COB SOCIETY OF AMERICA, INC.

BOARD OF DIRECTORS' MEETING

February 25, 2016

PROPOSED AGENDA

- I. President's Report
 - II. Reading of the Minutes
 - III. Secretary's Report
 - IV. Treasurer's Report
 - V. Unfinished Business
 - VI. New Business
 - VII. Committee Reports
 - A. Finance – Jackie Verkuyl & Gail Thomson
 - B. American National – Jackie Verkuyl & Martha Stover
 - C. Marketing/Advertising/Press Releases/PR – Martha Stover & Patricia Cochran
 - D. Stud Book – Hetty Abeles & Tiz Benedict
 - E. Journal/Review – Megan Burtness & Margaret Almond
 - F. Website – Sally Steinmetz & Megan Burtness
 - G. Youth – Megan Burtness & Pat Cochran
 - H. By-Laws – Marsha Himler & Tiz Benedict
 - I. Nominations – Jackie Verkuyl
 - J. Convention & Annual Meeting – Martha Stover & Marsha Himler
 - K. International Ambassador – Gail Thomson
 - L. ADS Liaison – Marsha Himler
 - M. USEF Liaison – Sally Steinmetz
 - N. USDF Liaison – Joann Williams
 - O. Pony Club Liaison – Louise Gill
 - P. Licensed Officials – Tiz Benedict & Marsha Himler
 - Q. Show Compliance – Sabra Schiller
 - R. Show Rules – Sally Steinmetz & Jackie Verkuyl
 - T. Welsh of the Year and Hall of Fame – Jackie Verkuyl & Gail Thomson
 - U. Regional Representative Liaison – Margaret Almond
 - V. CLOSED SESSION:
Resolutions, Qualifications, Ethics
 - VIII. Next Board Meeting
- Adjourn

WELSH PONY & COB SOCIETY OF AMERICA, INC.

YOUTH WORKING GROUP MEETING

Thursday, February 25, 2016

We need suggestions for expanding the youth program. One idea we've discussed before is having appointed Youth Representatives.

Please be thinking about what we could do to keep the youth coming through as they will be the riders, breeders and trainers of tomorrow.

Kristy Wilkinson and Emily and Meg Gill will be asked for their input.

Local groups are encouraged to set up regional seminars that include other programs such as farriers and veterinarians.

We need more children and families who would like to participate.

The children who are attending the AGM are being asked to be roving reporters and send in photographs and articles. Pat Cochran will be conducting a clinic for the children to help them get started with this project.

4-H program participants are being encouraged to complete the Junior Merit Program. The WPCSA membership fee is waived. However, the \$10 yearly enrollment fee is still due. Winona Myers is working with her local chapter and as the sponsor, she will add the points for the program.

Winona Myers, Ozzy Picton and Samantha Verkuyl would like to volunteer for the Youth Working Group.

WELSH PONY & COB SOCIETY OF AMERICA, INC.

PUBLICATIONS WORKING GROUP MEETING

Thursday, February 25, 2016

We should contact the Chronicle of the Horse for permission to reprint Dierdre Pirie's obituary.

Our goal is to have each Welsh Review be 32 pages.

We can also print some of the older articles. We have someone who can scan these in if anyone is willing to loan us their old publications for a short time. Dr. Benedict and Ms. Himler offered to help locate historical articles that we can reprint.

The Supreme Champion from the American National and Regional Titled shows could be published in the Welsh Review and members could then be directed to the website for the full results.

It was recommended that we could have a regional focus for each issue.

Ms. Cochran offered to write articles about older ponies.

We would like to do a series of articles on breeders and need a list of questions that we could use to make the articles easier to write and more uniform.

With the new printer, it might be possible to offer bulk copies to members for promoting their farm. We will see if we could ship for free through Amazon.

Discount advertising packages will soon be offered for those who will commit to advertising in three issues of the Welsh Review.

The Journal should be out very soon.

With expanding the Welsh Review to 32 pages, we need additional ads and articles.

WELSH PONY & COB SOCIETY OF AMERICA, INC.

MARKETING WORKING GROUP MEETING

Thursday, February 25, 2016

Ms. Cochran discussed having a new video. A script has been written showing Welsh in different seasons and disciplines. The estimate she has received is \$1,000 per minute for a three minute video. In the interim, the seven minute video needs to be put on You Tube.

WELSH PONY & COB SOCIETY OF AMERICA, INC.

WEBSITE WORKING GROUP MEETING

Thursday, February 25, 2016

We need a “How to Navigate This Site” article as the members need more education. The Youth Page needs to be a separate tab not on a drop down. To free up space, we can move the registration form to the forms tab and “news” to the communications tab. Dr. Benedict and Ms. Himler volunteered to look over the site and make suggestions.

WELSH PONY & COB SOCIETY OF AMERICA, INC.

SHOW SANCTIONING WORKING GROUP MEETING

Friday, February 26, 2016

Mrs. Steinmetz reviewed her report (filed herewith).

Winona Myers asked if there was a known statistic of about how many ponies the supreme champion at a show had to beat. There are no statistics tabulated for this.

Jay Hubert reminded everyone that the show system was designed to encourage exhibitors to show their ponies and be as easy on show management as we can.

The removal of the number of ponies for a show's rating was discussed. Some points made include that people often won't come for small reasons as well as big reasons (i.e., it might rain today) and that shows must have enough entries to pay the bills as well as it is much nicer to know that if you are traveling your rating is guaranteed.

The possibility of changing to two classes per division and then adding new versatility classes was discussed. Some points made include:

- A versatility championship could be drawn from the classes we already have.
- The term Western Dressage should be used instead of Cowboy Dressage. The WDAA is an affiliate of the USEF.
- Versatility awards could be given as the highest score at shows.
- With new classes, we are trying to attract new people and keep those that are current members. We are trying to get more people to attend.
- Could the points be adjusted for the championship for a two point division?
- Driving would only have only two classes period.
- A versatility championship could be awarded at the show level by paying a fee to the show and allowing them track at the show.
- If the working class could be a simplified pattern or something to break it up.
- It also helps if the show doesn't hold the three classes in a row. Show managers are encouraged to switch things around a bit in the schedule. Time constraints on the larger shows would make this more difficult.

Offering full points for halter champions when the initial classes didn't have enough entries for full points was highly encouraged.

Offering points based on the number of entries was discussed. Jaci Baxter and Kim Boyd are working on a proposal for this.

Bonnie Barbey submitted suggestions for adding to the English Pleasure class description. A description of light contact would be helpful and adding a strong trot. Some are doing extended or strong trot the entire time and others are working more slowly. Discussion points included:

- The ride needs to be pleasurable. It is the judge's opinion as to what they feel is pleasurable.
- Should we restrict tack or refer back to the other types in the other sections of the rulebook.
- It will always be subjective. You should ride your pony to the best of your ability to show off your pony.
- It is hard to put a definitive way to be ridden.
- Suggest that we refer to the USEF rulebook.
- We could use side saddle and dressage saddles.
- Should the strong trot be added to the working class tests instead of required in all of the classes.
- We don't want to lose the Welshness of the trot.

Ms. Himler offered to write an addition to the rulebook covering such points as definition of acceptable gaits; appointments for huntseat, dressage and side saddle; and bits and bridles.

More discussion will be held throughout the year. Please utilize the discussion group but be respectful.

WELSH PONY & COB SOCIETY OF AMERICA, INC.

LICENSED OFFICIALS WORKING GROUP MEETING

Friday, February 26, 2016

Mrs. Burtness is putting together short videos for clinics which demonstrate good and bad examples for specific disciplines. Please see the website. She needs assistance with more clinics on-line. Volunteers could put together PowerPoint presentations and she can adapt them into videos.

Ridden cob and roadster are not common at open shows or those of other breeds. A ridden cob video is online. A roadster PowerPoint would be greatly appreciated.

Please send in evaluation forms. Judges do receive a year end general letter, and those who need it, have specific items addressed in an individual letter.

Judges need to be aware of the tack that can be used in each discipline. If you don't know, familiarize yourself with dressage and saddle seat trends (i.e., dressage now allows a bit of bling). If there is a pleasure driving show near year, please attend as a spectator. Also, please familiarize yourself with the western equipment.

If you are sponsoring a judge, please help them along and encourage them to complete the application process.

Silver shows cannot have guest judges at this time. Some feel we should reinstate the use of guest judges at that level. It was requested that we require that a judge have to be carded with another organization and they have to watch a video and be certified. Mrs. Burtness is working on an on-line video for this. It was suggested that if there were two judges, only one be allowed to have a guest card.

WELSH PONY & COB SOCIETY OF AMERICA, INC.

REGIONAL REPRESENTATIVES MEETING

Friday, February 26, 2016

Dr. Almond pledged to send a monthly communication to all of the Regional Reps. Some of the members are blogging and have Facebook pages for their regions. The Welsh Review will have the reports in print again. Reps are encouraged to solicit news items, ask the Board questions, and to ask for help if needed. Please promote: best in show category, young stock champion, gelding incentive. Help nominate for the Welsh of the Year. Help find historical articles about breeders. We will have a standardized list of questions for Reps to be able to help write articles about breeders in their areas.

Changes to Area Representatives: Carol Maurer will join Pam Christensen as the North West Reps; Cindy DiBrino will step down in the North West region; and Joann Williams will step down in the North Central Region. Judy Hubert noted that there has been a lack of response from members in her area. Members can elect to follow the blogs that are on the website and we will attempt to link them to the Facebook pages.

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AMERICAN NATIONAL SHOW WORKING GROUP MEETING

Friday, February 26, 2016

Dr. Wilburn reported that we have mutually agreed on a one-year contract with the Oklahoma-Kansas Welsh Pony Society. The biggest request from OKWPS is that the Board and the WPCSA do more of the hands on work. We have agreed to help get sponsorships and advertising for the program and for the ribbons and prizes. We have agreed to recruit volunteers for all of the activities. We need volunteers, someone to help coordinate the fundraising drive, decorations, ribbon handling, run programs for hospitality and t-shirt sales. This year will be a test for the Board and the WPCSA members to step up. Though all of this negotiations, more people now recognize that the American National needs to be in Tulsa and we are more drawn together. Dr. Wilburn expressed that she was glad that we came to a mutual agreement. OKWPS doesn't need to do all of the work. We need to all pitch in and do a little. Even if you don't attend the show, you can still be a part of things by sponsoring or donating auction items.

Connie Moore, Winona Myers and Pam Johnson were introduced. They reported that the scheduling might change but dates are currently set as September 28, 29, 30 and October 1. While some of the jobs they need are specific to the days of the show, there are lots of opportunities that can be done ahead of time for those who would like to help.

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OPEN FORUM MEETING

Friday, February 26, 2016

Winona Myers reported that the Section A marketing group met. They have a Facebook page for marketing. They will be having a coop advertisement in the Welsh Review in every issue as well as a half-page farm listing. Some of the topics they are discussing include farm leases and show leases that ended in sales. She has six bookings to her stallion using Craigslist and Facebook. One member of the group had college interns that came out to train ponies. Updating farm webpages is encouraged. Diane Stewart is making posters and sending them out to draw more attention to her Facebook page. Members are encouraged to use the WPCSA website classified ads as the “go to” place.

Martha Stover, WPCSA Marketing Working Group Co-Chair reported that we will have more reciprocal and coop ads this year. Members are also donating awards to the Pony Hunter f Finals, US Dressage Finals and the USDF All Breed Welsh awards. We need to join together to be a presence and to share with each other. We would like to support the Dressage Pony Cup with Welsh awards this year.

A series of press releases will follow after the AGM. We don't have a lot of money but hope to be able to contribute more towards promotion. Any help would be greatly appreciated and we are willing to help groups of members who need it.

The contributions of the Welsh pony enthusiasts at the Pony Hunter Finals were discussed. This effort is getting real response from people wanting to have their ponies registered. Each year, we have identified several registerable half-Welsh and purebred Welsh as well as several that are not showing under their registered name.

The Junior Merit program needs to be promoted more. This is an excellent way to bring new junior members in. Winona Myers is directly encouraging her local 4-H group to participate in the Junior Merit program. For 4-H members, the WPCSA membership fee is waived. They only need to pay the \$10 annual sign-up fee.

The online studbook is now available at no charge for members.

Natalie Norwood our USEF representative discussed the importance of indicating your primary breed as Welsh so that the WPCSA will receive money back in the members' incentive program. The USEF insurance policy offers very good coverage at a very low price to cover your equine pursuits. The USEF is trying to make the rules more user friendly for the exhibitors.

The Virginia Welsh show in July is offering a champion of champions award with \$1300 prize money. Two gold shows will be held back to back.

Open driving competitions are an excellent way to market your pony.

We do now offer an Open Awards program. All members are encouraged to participate and help promote this exciting new venue for promoting Welsh.

Kim Johnson noted that she knows lots of trainers who bring 15 separate owners to the shows. She does not feel the WPCSA is really set up for trainers. She asked that shows keep in mind that her clients are not horse people. They have a child at different sports and just want to show up and watch their child go into a couple of classes and be on their way. Ways other shows/breeds encourage trainers are to give trainer awards, high point awards, or some type of recognition. She also felt that we need to market how friendly the Welsh shows are to families.

WELSH PONY & COB SOCIETY OF AMERICA, INC.

MINUTES OF THE BOARD OF DIRECTORS' MEETING

Thursday, February 25, 2016

The Board of Directors' meeting of the Welsh Pony & Cob Society of America, Inc. was called to order by the President, Dr. Ruth Wilburn, at 3:50 p.m. on Thursday, February 25, 2016, at the Embassy Suites, San Antonio, Texas. All Directors were in attendance as was Mrs. Landis, Executive Secretary-Treasurer.

I. President's Report

The President noted that members are encouraged to help with one project that is important to them. If you see a need, volunteer and follow it through. Get others who are also interested in that area to help you.

II. Reading of the Minutes

The minutes were approved via email. Dr. Benedict's motion that we dispense with the reading of the minutes was unanimously adopted.

III. Secretary's Report

The Secretary's report is filed herewith.

IV. Treasurer's Report

Mrs. Verkuyl reviewed the Finance Committee Report. Expenses are being kept low. She would like us to look at membership and some other figures on a monthly basis. The postcards were delayed in mailing but membership is expected to pick up. Our website income needs to be monitored and promoted. There is so much potential in using the website as well as providing a valuable service to the members. The budget is in the program and Mrs. Verkuyl will provide copies of the financial statements.

V. Unfinished Business

There was no unfinished business.

VI. New Business

The emails submitted through the website to the Board of Directors were discussed. Bonnie Barbey's suggestions regarding English Pleasure were deferred to the show committee. Bonnie Six's questions about long stirrup, guest judges and regional points were answered by Mrs. Landis. Emily Harsomchuck's email regarding eventing and dressage recognition will be answered by Ms. Himler who will explain our Open Division program. Kristen Kallsen was pleased to hear that we will be offering the Adult Walk-Trot classes. Diane Stewart would like to see more promotion of regional shows and Mrs. Landis will encourage the Regional Shows to submit press releases. Katie Morgan suggested a walk/trot/canter equitation and crossrails division for those riders too experienced for the basic walk/trot division but not ready for the short stirrup division. HJ Velenosi's requested a program for hardship registration papers with DNA typing to prove a pony is "Welsh" even if the parentage isn't known and Mrs. Landis will respond that we are a pedigree only registry. Roger Van Cleave's email regarding his opinion of the new Adult Walk-Trot division was read.

Several years ago, Mike Smith registered two domain names, www.wpcsa.com and www.wpcsa.org. He has had these forwarding to our website for several years but has been paying the upkeep. Mrs. Stover's motion that we reimburse Mr. Smith for the fees he has paid and allow him to transfer these domains to the Society was unanimously adopted.

VII. Committee & Working Group Reports

Marketing/Outside Advertising/Press Releases & Public Relations – Martha Stover & Pat Cochran

Mrs. Stover's and Mrs. Cochran's reports are filed herewith. We need to share as much information on Facebook as possible. The National Dressage Pony Club is a great opportunity for ponies. We need to encourage our members to participate in

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outside co-op ads again. We need facts for more press releases. The children will be asked to be roving reporters for the AGM to get photographs for our publications.

Mrs. Cochran reported that she, Pam Johnson and two additional people are willing to do an online auction of artwork.

We need to have an article in the UK Society's green Journal, but we need someone to commit to doing this article. Ms. Cochran is writing an article for the Australian Society and offered to do the UK one as well.

Stud Book – Hetty Abeles & Tiz Benedict

Mrs. Abeles' report is filed herewith. At the last meeting, the Board discussed discontinuing the printed studbooks as the electronic studbook is now free to all members. David Maurer has been volunteering for the past few years and has been instrumental in getting the books to the printer. He would like to continue doing this, and the Board accepted his offer.

Website – Megan Burtness & Sally Steinmetz

Mrs. Burtness' report is filed herewith. We are looking for someone who can do the data migration to the new website. We have talked to three companies with no luck so far. The USEF will be submitting a proposal. If you have suggestions for the site as we are going along, please let us know.

American National – Megan Burtness & Patricia Cochran

Since the last meeting, Dr. Wilburn and Mrs. Burtness have both contacted members from OK-KS. More people now have the idea that the American National needs to stay in Tulsa. There are four main areas that the Society needs to assist OKWPS. These four areas are: obtain sponsorships to cover the cost of ribbons and prizes; produce banners in an amount comparable for the last two years; recruit additional volunteers to help with the pizza party and other programs; and produce a portion of the program. Providing there are over 100 entries, there will be quadruple points. We have a contract for one year and need volunteers to help.

Journal & Review - Megan Burtness & Margaret Almond

Reports from Mrs. Burtness (Journal) and Dr. Almond (Review) are filed herewith. We need to discuss the price for the three issue insertions for the Welsh Review.

Youth – Pat Cochran & Megan Burtness

Ms. Cochran's report is filed herewith.

By-Laws – Marsha Himler & Tiz Benedict

No report necessary.

Nominations – Jackie Verkuyl

Only the four incumbents submitted nomination forms to run for the Board of Directors. Therefore, an election was not needed.

Convention & Annual Meeting – Martha Stover & Marsha Himler

Ms. Himler is negotiating with a hotel in San Francisco for February 2017. For 2018, Nashville and Lexington will be considered.

International Ambassador – Gail Thomson

Mrs. Thomson reported that the Welsh Pony & Cob Society (UK) has a new Secretary. It has been generally quieter since he took the position.

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American Driving Society (ADS) Liaison – Jay Hubert

Mrs. Stover reported that we have reciprocal ads with the ADS magazine. Ms. Himler reported that the ADS had held a very nice three day clinic the previous weekend in Dallas.

United States Equestrian Federation (USEF) Liaison – Sally Steinmetz

Mrs. Steinmetz's report is filed herewith. She introduced Natalie Norwood, Director, National Affiliates, from the USEF. The USEF is looking into allowing WPCSA measurement cards for halter classes at USEF Welsh shows. They are also looking for ways to make the sanctioning process simpler by offering opportunity classes at existing shows rather than fully rated shows.

USDF Liaison – Joann Williams

Mrs. Williams' report is filed herewith.

US Pony Club Liaison – Louise Gill

Mrs. Gill's report is filed herewith.

Licensed Officials – Tiz Benedict & Marsha Himler

Dr. Benedict's report is filed herewith. A new TD and a new judge are being considered. We've had two clinics on the East Coast. We need to look at the UK judge letter to see if it needs to be updated. TD's need to be informed that they are to fill out the evaluation form on line. It was suggested that we hold a TD clinic. Mrs. Schiller felt that it should be the TD's responsibility to check the proper attachment of the leadline in leadline classes and in Western classes to verify entries in a snaffle bit are the correct age. Mrs. Verkuyl's motion to accept Mrs. Schiller's recommendations was unanimously adopted. The rules for attaching the leadline need to be discussed.

Show Compliance – Sabra Schiller

Mrs. Schiller's report is filed herewith. She has approved 17 show prize lists so far. There are five new shows.

Show Rules – Sally Steinmetz & Jackie Verkuyl

Mrs. Steinmetz's report is filed herewith. We need to be thinking about the entry requirements for Gold and Silver shows. We need to make a decision by the end of the year. Splitting classes was discussed. When you split a class, you have to have at least three entries in each of the resulting classes. The rules do not mention whether WPCSA sanctioned shows must include specs for open, non-rated classes. It is recommended that specs be included for open classes.

Welsh of the Year and Hall of Fame – Jackie Verkuyl & Gail Thomson

Mrs. Verkuyl reported that the Hall of Fame and Welsh of the Year are both on hold. The Hall of Fame needs more nominees. We had hoped to send the nominees out with the ballots but we didn't have to hold an election this year. The Welsh of the Year Working Group needs to be able to review the most recent applications.

Regional Representative Liaison – Margaret Almond

Dr. Almond's report is filed herewith. The web blogs are in place. Many of the regions have Facebook pages as well. We are going back to printing reports in the Welsh Review in addition to the blog. The Committee has been publicizing the young stock award, champion of champions and gelding incentives. Dr. Almond will strive to communicate monthly with the reps.

At 6:18 p.m, the meeting was recessed and reconvened on Saturday, February 27, 2016, at 11:29 a.m. Mrs. Abeles did not return to the meeting.

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Mrs. Stover would like it to be duly noted that we are disappointed to see that there were no new candidates that ran for the Board of Directors.

Qualifications/Ethics/Resolutions Committees

Mrs. Thomson's motion to accept the recommendations of the Qualifications and Resolutions Committees was unanimously adopted.

The prices of the full page and cover ads for the Welsh Reviews were discussed. It was recommended that \$650 be charged for three consecutive insertions of full pages and \$450 be charged for half-page insertions. The back cover will now be a full page rather than a half-page. The rate should be increased to \$600 for one insertion or three insertions at \$1500 for the outside back. The inside covers should remain at \$400 or three insertions for \$1000. Dr. Benedict moved that the back cover ad be offered on a renewing basis to the same advertiser based on the new three insertion rates. The motion passed with Mrs. Cochran, Ms. Himler and Mrs. Stover opposing. Mrs. Burtness' motion that the internal full page ads be offered as discussed was unanimously adopted. Mrs. Steinmetz's motion that the inside cover rate be as discussed with the current advertisers offered continuation on a first refusal basis passed with Mrs. Verkuyl abstaining. For all ads, the contract should say that the contents are subject to approval.

Mrs. Cochran and Mrs. Stover have volunteered to work on sponsorships and ads for the American National show.

The President recessed the meeting from 1:00 p.m. until 1:53 p.m.

Updates to the Regional Show requirements have been discussed during the previous two meetings. These changes include: increase prize money from \$600 to \$1000; increase the number of performance divisions offered from 12 to 17; require junior champion classes; waive the sanctioning fees; and require a schooling ring. Mrs. Verkuyl's motion to accept these changes that were discussed in May and November for 2016 and to revisit, if necessary, was unanimously adopted. Mrs. Burtness' motion that PennMarydel and the Pacific Coast Classic be named as the Eastern and Western Regional shows passed with Mrs. Verkuyl abstaining.

Dr. Benedict reported that Dan Short has met all of the requirements to be an Approved judge. Mrs. Schiller's motion to accept Mr. Short as an Approved Judge was unanimously adopted. Jackie Luebke-Puetz and Janice Thompson have recently been approved as Technical Delegates.

Mrs. Steimetz's motion that the Double Jeopardy rules be changed as an extraordinary rule change for 2016 to match the ADS rules for safety reasons was unanimously adopted. The new rule will read: After passing the starting line, the first driver shall proceed through each obstacle to the designated finish line. At this point, ***the driver must come to a complete stop before*** the reins are passed to the second driver who must ***then*** drive the course in reverse order. ***Failure to come to a complete stop before passing the reins to the second driver will result in immediate elimination.*** (Changes indicated in bold/italic print.)

David Maurer's offer to help get the result data from the shows as accurate as possible was discussed. Dr. Benedict's motion that the office send result reports to Mr. Maurer and him return the reports to the office was unanimously adopted.

Dr. Benedict's motion that the same officers be appointed for 2016 was unanimously adopted.

The next meeting was tentatively scheduled for some time in May in Baltimore, Maryland.

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The President adjourned the meeting at 3:09 p.m.

Lisa L. Landis
Executive Secretary-Treasurer

Correspondence to the Board:

1. From Bonnie & Todd Barbey

Dear Board Members and Show Committee Members:

We would like to open up a discussion and propose some adjustments to the description and guidelines in the rule book for the English Pleasure Division at our WPCSA shows. For many years this has been the one division where there is a lack of sufficient definition for exhibitors as well as judges. Being an exhibitor, we are privy to the talk in the stalling areas with everyone trying to figure out what style of showing each judge will be using in his or her top placings. Most competitors are not only looking at the judge's preferred discipline, but sending out scouts to watch the preceding pleasure classes in other sections to see how to ride their ponies or cobs. You can hear anything from, "He is placing hunter types. We have to move long and low" to "She is looking for collection and big movement", to "He is placing the ponies that are extending the trot and canter". We have even heard, "Go in and ride like hell!" Now realizing that judging is very subjective and very much one man's or woman's opinion on that day, we feel that given better guidelines and description, the English Pleasure Division could be less of a scramble and actually look like a cohesive division for judges, exhibitors, and spectators.

This discussion was a topic back in the late 1990's and early 2000's, but over the past couple of years, at least at Tulsa/American Nationals, the classes seem to be lacking rhyme and reason. We know from being in the stands that the spectators are confused and asking a lot of questions about what class this is and why everyone looks like they are riding a different class. We showed at the American National in the Sacramento area in 2010 and that was not the case. When we showed at the WPCSA American National in 2014 in Tulsa, we were very confused by what we were seeing in the class. We had never seen such discrepancy between the hunter, saddle seat, dressage, and what we had traditionally known as English pleasure at our shows. English Pleasure was ridden in what had been, up till that time, a more cohesive manner. At that show there were cobs travelling at what we considered excessive speed and not very well under control. They appeared to be either on the hunt approaching a jump or showing the biggest action with speed they could muster. There were several collisions and near collisions in the class. Starbucks had a horse run into, or very nearly into, his rear end twice as it hand galloped appearing out of control, during the canter. Fortunately for us, at that show, the judge preferred our style of performance. In 2015 the same situation was evident, and we essentially went last in all three classes.

This is a discussion that we would have broached in 2015 at the AGM had we been able to make it. It has nothing to do with us winning or losing, it is the desire for a target at which to aim in the English Pleasure Division, for exhibitors and judges alike. The other divisions are well defined. There just isn't definition at this point. In searching the rule books, I found three full pages of description and guidelines for the Driving Division, three pages of description and guidelines for Western Pleasure Division, five to six pages of description and rules for the Hunter Division, eight pages of rules and description for the Equitation Division, and ½ page for English pleasure (and much of that was paragraph breaks)

We have a dedicated and defined Hunter Division with numerous classes that take up a big chunk of a day. We have a Driving Division that seems to be quite well defined and, for the most part, seems to have a consistent and recognizable way of going. Western Pleasure has extremely well defined rules and guidelines. We are simply requesting that the English Pleasure be treated as its own division and be its own entity and not appear to be a conglomeration of different disciplines all riding a different style and speed. We feel that with a few guidelines in the rules, we can all make a few adjustments that will allow us to show our ponies and cobs in a manner that will spotlight the attributes we look for in the breed standard, which includes the action. These rules would not exclude any discipline.

The proposed rules for English Pleasure would help make the division more of a defined set of classes. They would give us an opportunity to, in a cohesive manner, show off our pony's and cob's wonderful movement, versatility, obedience, and that they are just a blast to ride. The proposed rules would give us a target at which to aim in our schooling and preparation. I think it would help the judges, also. Most of the rule changes have been modified from the existing rules used in other divisions to fit English Pleasure. It includes sections from the breed standard on action. (those could possibly be referenced by saying "see breed standard for action) We know that as a breed, we would not want to go the way of the quarter horse and other breeds like it that have distinctly different type for halter and performance horses.

Please take the time to consider this. We are planning on discussing this at the AGM, but we know that the show rules committee meets before the general meeting. It is really important for many of the exhibitors who travel very long distances to support the shows and promote our Welsh. We do need definition! We have spent many hours researching, watching

videos, reading articles, consulting, revising, and talking back and forth between ourselves here and MHS (Todd, Bonnie, David and Bonnie Bradbury, and Dallas and Jackie Martin) and with other competitors and breeders. Thank you for your time and consideration.

Sincerely,

Todd and Bonnie Barbey

PROPOSED RULES FOR ENGLISH PLEASURE DIVISION

Article 112.3.1 General Regulation snaffles, pelhams, or full bridles all with cavesson nosebands are required. Martingales are not permitted. A judge may penalize for non-conventional types of bits or nosebands. Attire to correspond to type of saddle used.

Animals to wear unset, ungingered tail. Hunter braiding optional. To be shown with a natural foot and unweighted shoes. Pads may be used but additional weight of any kind is prohibited.

Animals are to be pleasurable and obedient with smooth transitions. Extreme speed or laziness is to be penalized. Animals are to be shown on light contact, with neither excessive pressure on the bit nor loose looping reins. The neck and poll should be elevated from the shoulder with the poll being the highest point. Nose should be vertical or slightly forward of vertical. Animals must stand quietly in the line up. Rearing in rail work, lineup or while backing: Elimination if numbers warrant

1. Walk: True four beat, flat-footed, elastic and showy.

2. Working Trot: Square, straight, open and reaching. Trot should be collected showing suspension and elasticity. Strong trot: same frame, same rhythm, showing more action.

3. Canter: Smooth, collected and straight on both leads. Good motion, consistent, steady. Minor Fault: Lethargic. Major fault: Too fast, wrong lead, pulling, not performing a 3 beat canter, hard or rough riding. Elimination: Not under control.

4. Gallop: Faster than a canter with four beats instead of three. Minor Fault: Too slow. Major fault: Too fast, wrong lead, pulling, not performing a 4 beat gallop, hard or rough riding. Elimination: Not under control.

5. Back - Good: Proper flexion, readily responsive, back in straight line. Minor fault: Hesitant, not backing straight. Major fault: Throwing head, gaping, pulling not backing, not backing. Elimination: Rears.

Movement should be appropriate to breed standard for each section.

Section A: "Action: Quick, free and straight from the shoulder, well away in front. Hocks well-flexed with straight and powerful leverage and well under the body."

Section B: The rule book seems to be lacking description of action.

Sections C and D: "Action: Free, true and forcible. The knee should be bent and the whole foreleg should be extended straight from the shoulder and as far forward as possible in the trot. Hocks flexed under the body with straight and powerful leverage."

General - Good: Smooth, steady, proper flexion & balance, good attitude. Minor fault: Over or under flexion, sour ears, swishing tail, inconsistent speed, out of balance, poll too high or too low, improper/incomplete appointments. Major fault: Bucking, throwing head, bad mouth, constant bumping the bit, gaping, constant breaking of gaits (resulting in elimination if class entries warrant), obvious schooling, excessive nosing out or being overbent. Elimination: Kicking, rearing, illegal equipment, lameness, fall of pony or rider, and bleeding mouth.

Article 112.3.2 English Pleasure Class Specifications

WPCSA CONFORMATION ENGLISH PLEASURE

To be shown at a walk, working trot, strong trot, and canter both ways of the ring. Animal must show collection on light contact. To be judged 75% on performance, manners, movement and style; 25% on breed type and conformation. WPCSA

WORKING ENGLISH PLEASURE

To be shown at a walk, working trot, strong trot, and canter both ways of the ring on light contact. To be judged 100% on performance. Up to three tests may be asked for. (See Article 112.2.)

WPCSA CONFORMATION ENGLISH PLEASURE STAKE

To be shown at a walk, working trot, strong trot, and canter both ways of the ring on light contact. To be judged 75% on performance, manners, movement and style; 25% on breed type and conformation.

2. From Emily Harsomchuck:

Hello,

I hope that it is not too late to give my idea on a possible new division within the Welsh breed shows. First, I will tell you a bit about me. I am 16 years old. The past 5 years I have ridden Welsh crosses. Two show seasons ago I competed in the Friesian breed circuit. At the end of the year I was the 2014 USEF Champion Friesian Junior Exhibitor of the year. After showing in the Friesian breed shows I was interested in showing in the Welsh shows. When I looked up what divisions you offered I was rather disappointed to see there was only hunters and pleasure driving. My idea was to have a division in eventing and/or dressage. The past few years I have noticed there are quite a bit of Welsh crosses doing eventing and dressage. I think if you offered those two divisions it would draw in more people.

Thank you for your time,
Emily Harsomchuck

3. From Kristen Kallsen

Re Adult Walk-trot classes:

I strongly encourage the board to support the addition of Adult Walk-trot classes or divisions. Our MN WPCSA shows normally offer both an open walk-trot class (all ages and breeds) and what we call a Rusty Stirrup (ages 40+ mounted on registered Welsh of any section). Many older or returning riders are not immediately up to a full WTC division of three consecutive classes. Experienced riders may want the opportunity to get green ponies into the ring, inexperienced riders have a less challenging intro to the ring, and riders or ponies with confidence issues can participate in a less threatening environment.

Some issues to consider would be whether to have age requirements, and any cross entry limitations into WTC divisions. In our club we currently allow cross entry for the age 40+ riders in Rusty Stirrup but not the open WT classes.

I am very happy to hear you are considering this and wish it was available when I first started showing welsh 15 years ago.

Kristin Kallsen (age 62)
Heart of MN Welsh

4. From Diane Stewart

I am a member of Carriage Association of American because they have a great publication, The Driving Digest, which has quality advertising and also lots of informative and entertaining articles. I belong to the American Driving Society because they have a great website full of valuable resources. I believe there has been substantial progress with the quality of both our journal and the webpage. I think these are the member benefits that prospective members are seeking. Any negative comments I hear about our society are related to communication or the perceived lack of communication. In my opinion, putting even greater effort into the journal and webpage, and communicating all of the changes and updates, will be the most effective way to grow membership numbers. Regarding regional shows, I believe additional points will improve attendance. I would like to see the regional shows promoted on our website and Facebook announcements as with the national show. As for me, i can't attend enough shows to win year end awards. So some sort of standardized awards at the regional shows would be nice. Maybe something like a medal system. Or some other standard award that gives an owner bragging rights. There are journal ads stating that a pony won a national championship. I think many would appreciate being able to take an ad saying they won a gold or silver medal at the regional. I think this would appeal to many people who can't travel to Tulsa and who can't attend enough shows for year end awards. Thanks for considering my suggestions.

5. From Katie Morgan

I would like to see a walk/trot/canter equitation and crossrails division for those riders too experienced for the basic walk/trot division but not ready for the short stirrup division. There needs to be a level between the two.

6. From HJ Velenosi

Idea- although most of you dislike half and part bred.. If a gelding can prove thru DNA that it is part of half welsh but no one knows the heritage, would the association consider registering them? If you want to get fancy, you could issue hardship

papers. This allows them to show but would not get regular papers until they win a determined amount of points.. To simplify those papers just make them a different colour with the word hardship. I have a couple days will think of a few other ideas This idea cannot be used for full welsh as they and their siblings, gelding or not must remain, without a doubt full blooded to protect the integrity of the breed.

7. From Roger Van Cleve

Where is the WPCSA headed with the newly added class, Adult Walk Trot? Such a class for adults is ridiculous in itself, but allowing the entries to compete on part-bred reduces the entire performance to a back yard comedy. The Walk Trot classes are for novice young riders preparing for future competition in AHSA and possibly professional careers, not a comedy class of overweight matrons riding on part-Clydesdale-Welsh, Welsh mules or any other Nag-Welsh!

Some of us spent years educating the public and major horse show management that the Welsh is a distinct breed of recognizable, distinct characteristics, style and performance and NOT just an animal larger than a Shetland and smaller than a horse. What kind of message does this send to families seeking a classic pony that can carry their children into meaningful competition? Sadly, the slap-dash part-bred, long-eared animals in a buffoon class will be an embarrassment competitors in high quality shows.

Roger D. Van Cleve
Past President and Director

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**WPCSA
Fiscal Year 2015
INCOME/EXPENSE STATEMENT**

	9/30/2015	10/31/2015	11/30/2015	12/31/2015	1/31/2016	2/28/2016	3/30/2016	4/29/2016	5/30/2016	6/29/2016	7/30/2016	8/30/2016	2016 Actual	2016 Budget	2016 YTD % of Budget
REGISTRATIONS															
Registrations	955	2,275	2,500	1,995	2,050	-	-	-	-	-	-	-	9,775	23,000	43%
Half-Welsh Registration	830	1,075	1,475	1,380	720	-	-	-	-	-	-	-	5,480	14,000	39%
Partbred Registration	40	265	125	-	-	-	-	-	-	-	-	-	430	1,200	36%
Transfers of Ownership	940	1,495	1,425	1,310	1,275	-	-	-	-	-	-	-	6,445	21,000	31%
Half-Welsh Transfer	455	380	395	470	280	-	-	-	-	-	-	-	1,980	5,500	36%
Partbred Transfer	85	-	-	25	-	-	-	-	-	-	-	-	110	100	110%
SSReports	395	820	860	1,015	2,290	-	-	-	-	-	-	-	5,380	10,000	54%
DNA Typing	400	374	600	600	500	-	-	-	-	-	-	-	2,474	5,500	45%
Prefix Registration	75	75	75	75	75	-	-	-	-	-	-	-	375	1,500	25%
A.I./Frozen/ET Permits Income	-	115	-	150	160	-	-	-	-	-	-	-	425	1,200	35%
Duplicate Certificates	120	360	90	90	60	-	-	-	-	-	-	-	720	1,800	40%
Certificate Corrections	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Name Change	-	-	100	100	-	-	-	-	-	-	-	-	200	800	25%
Lease Agreements	-	90	45	15	15	-	-	-	-	-	-	-	165	500	33%
Extended Pedigrees	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stud Books	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Stud Book Photo Income	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Unprocessed paperwork	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Registration Income	4,295	7,324	7,690	7,225	7,425	-	-	-	-	-	-	-	33,959	86,100	39%
DNA Typing	351	270	364	135	189	-	-	-	-	-	-	-	1,309	3,500	37%
Stud Book	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Registration Expense	351	270	364	135	189	-	-	-	-	-	-	-	1,309	3,500	37%
Net Registration Contribution	3,944	7,054	7,326	7,090	7,236	-	-	-	-	-	-	-	32,650	82,600	40%
MEMBERSHIP															
Memberships	1,055	1,405	3,425	4,125	5,350	-	-	-	-	-	-	-	15,360	45,000	34%
Member-Breeder Directory	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Membership Income	1,055	1,405	3,425	4,125	5,350	-	-	-	-	-	-	-	15,360	45,000	34%
Membership Expense	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Net Membership Contribution	1,055	1,405	3,425	4,125	5,350	-	-	-	-	-	-	-	15,360	45,000	34%
PUBLICATIONS															
Newsletter Advertising & 1st Class															
Postage	350	-	40	3,705	85	-	-	-	-	-	-	-	4,180	12,500	33%
Journal Advertising	-	-	-	275	4,530	-	-	-	-	-	-	-	4,805	-	-
Journal Sales	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Publication Income	350	-	40	3,980	4,615	-	-	-	-	-	-	-	8,985	12,500	72%
Newsletter	-	-	-	-	-	-	-	-	-	-	-	-	-	12,000	0%
Journal	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Publication Expense	-	-	-	-	-	-	-	-	-	-	-	-	-	12,000	0%
Net Publication Contribution	350	-	40	3,980	4,615	-	-	-	-	-	-	-	8,985	500	
SHOWS															
High Score/Show Sanctioning Income	3,910	2,500	433	1,280	450	-	-	-	-	-	-	-	8,573	28,000	31%
High Score Award Sales	160	-	-	10	4,562	-	-	-	-	-	-	-	4,732	6,000	79%

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Judges Licensing/Renewal Fee	75	150	135	350	245	-	-	-	-	-	-	-	955	2,000	48%
American National income	-	-	3,889	-	-	-	-	-	-	-	-	-	3,889	-	#DIV/0!
Judges clinics	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Show Income	4,145	2,650	4,457	1,640	5,257	-	-	-	-	-	-	-	18,149	36,000	50%
Show Sanctioning/ High Score Expense (Awards)	-	-	558	-	-	-	-	-	-	-	-	-	558	6,000	9%
High Score Award Sales Expense	-	-	-	-	-	-	-	-	-	-	-	-	-	4,000	0%
Judges Clinic	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Show Expense	-	-	558	-	-	-	-	-	-	-	-	-	558	10,000	6%
Net Show Contribution	4,145	2,650	3,899	1,640	5,257	-	-	-	-	-	-	-	17,591	26,000	68%
PROMOTION															
Website Income	-	25	50	305	445	-	-	-	-	-	-	-	825	5,000	17%
Co-Op Advertising Income	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Promotional Items/Books	1	5	-	27	36	-	-	-	-	-	-	-	69	100	69%
Literature	-	-	-	-	-	-	-	-	-	-	-	-	-	100	0%
Open Show Program	-	195	70	65	25	-	-	-	-	-	-	-	355	1,500	24%
Promotion Income	1	225	120	397	506	-	-	-	-	-	-	-	1,249	6,700	19%
Co-Op Advertising Expense	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Sponsorship of Awards	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Promotional Items	-	386	-	-	-	-	-	-	-	-	-	-	386	-	-
Promotion Expense	-	386	-	-	-	-	-	-	-	-	-	-	386	-	-
Net Promotion Contribution	1	(162)	120	397	506	-	-	-	-	-	-	-	862	6,700	13%
PROGRAMS															
AGM Registrations Income	-	-	975	1,000	8,510	-	-	-	-	-	-	-	10,485	15,000	70%
Program Income	-	-	975	1,000	8,510	-	-	-	-	-	-	-	10,485	15,000	
AGM Expense	-	-	-	-	-	-	-	-	-	-	-	-	-	15,000	0%
Program Expense	-	-	-	-	-	-	-	-	-	-	-	-	-	15,000	
Net Program Contribution	-	-	975	1,000	8,510	-	-	-	-	-	-	-	10,485	-	
FUNDRAISING															
Stallion Service Auction	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Raffle/Auction	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Fundraising/Donations /Sponsorships	-	250	1,400	1,800	850	-	-	-	-	-	-	-	4,300	15,000	29%
Fundraising Income	-	250	1,400	1,800	850	-	-	-	-	-	-	-	4,300	15,000	29%
OTHER															
Rush	55	15	40	-	50	-	-	-	-	-	-	-	160	1,000	16%
Interest Income	3	2	1	1	2	-	-	-	-	-	-	-	10	200	5%
Forms	-	2	-	-	-	-	-	-	-	-	-	-	2	25	8%
Transfer lists	20	-	-	60	60	-	-	-	-	-	-	-	140	-	#DIV/0!
Information/Reports	-	-	-	-	-	-	-	-	-	-	-	-	-	-	#DIV/0!
Postage/Shipping	-	6	-	10	40	-	-	-	-	-	-	-	56	200	28%
Miscellaneous Income	20	86	-	20	86	-	-	-	-	-	-	-	212	200	106%
Transfer from Foundation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

WPCSA
Fiscal Year 2015
INCOME/EXPENSE STATEMENT

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Appropriation of retained earnings	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Other Income	98	111	41	91	238	-	-	-	-	-	-	-	579	1,625	36%
Cash Reserves	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Transfer to Foundation	-	-	-	-	-	-	-	-	-	-	-	-	-	2,000	100%
Miscellaneous Expense	-	125	(59)	484	225	-	-	-	-	-	-	-	775	1,000	77%
Other Expense	-	125	(59)	484	225	-	-	-	-	-	-	-	775	3,000	26%
Net Other Contribution	98	(14)	100	(392)	13	-	-	-	-	-	-	-	(196)	(1,375)	14%
Total Income	9,944	11,964	18,148	20,258	32,751	-	-	-	-	-	-	-	93,065	217,925	43%
Total Net Contributions	9,593	11,183	16,309	18,640	32,337	-	-	-	-	-	-	-	90,036	174,425	52%
Operating Expenses															
Building Maintenance & Upgrades	-	154	-	-	153	-	-	-	-	-	-	-	307	500	61%
Depreciation	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0%
Equipment & Furniture	-	-	-	-	-	-	-	-	-	-	-	-	-	500	0%
Rent/Mortgage	-	436	1,860	1,860	1,860	-	-	-	-	-	-	-	6,015	22,320	27%
Rental Equipment	-	-	-	-	-	-	-	-	-	-	-	-	-	-	0%
Repairs & Maint. - Equipment	-	-	-	-	-	-	-	-	-	-	-	-	-	500	0%
Utilities	236	156	240	249	327	-	-	-	-	-	-	-	1,209	2,500	48%
Building & Equipment	236	746	2,100	2,109	2,340	-	-	-	-	-	-	-	7,530	26,320	29%
Computer Programming	-	-	-	-	-	-	-	-	-	-	-	-	-	5,000	0%
Dues & Subscriptions	-	-	200	-	-	-	-	-	-	-	-	-	200	400	50%
Insurance	-	-	-	-	-	-	-	-	-	-	-	-	-	2,800	0%
Legal & Accounting	-	-	25	-	-	-	-	-	-	-	-	-	25	1,500	2%
Bank Charges	279	166	210	324	480	-	-	-	-	-	-	-	1,459	3,800	38%
Licenses & Taxes	-	-	328	-	-	-	-	-	-	-	-	-	328	800	41%
Professional Fees	279	166	762	324	480	-	-	-	-	-	-	-	2,012	14,300	14%
Office Supplies	33	-	133	50	681	-	-	-	-	-	-	-	897	2,800	32%
Postage	-	1,450	128	13	240	-	-	-	-	-	-	-	1,831	4,500	41%
Printing	-	-	-	-	-	-	-	-	-	-	-	-	-	1,000	0%
Telephone	205	213	207	213	207	-	-	-	-	-	-	-	1,044	2,450	43%
Internet	104	104	253	766	106	-	-	-	-	-	-	-	1,331	3,100	43%
Office Supplies/Communication	341	1,767	721	1,041	1,234	-	-	-	-	-	-	-	5,103	13,850	37%
Salaries	8,600	8,670	10,524	8,713	8,497	-	-	-	-	-	-	-	45,004	115,000	39%
Taxes - Payroll	724	702	805	667	842	-	-	-	-	-	-	-	3,740	11,000	34%
Employee Benefits	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
Travel	-	180	114	-	-	-	-	-	-	-	-	-	294	2,000	15%
Salaries & Benefits	9,324	9,552	11,443	9,380	9,339	-	-	-	-	-	-	-	49,038	128,000	38%
Total Operating Expenses	10,181	12,230	15,026	12,854	13,393	-	-	-	-	-	-	-	63,684	182,470	35%
Net Income (Loss)	(589)	(1,047)	1,283	5,786	18,944	-	-	-	-	-	-	-	26,353	(8,045)	-328%

	2016 Actual	2016 Budget	2015 Actual
REGISTRATIONS			
Registration Income	33,959	86,100	86,469
Registration Expense	1,309	3,500	3,830
Net Registration Contribution	32,650	82,600	82,639
MEMBERSHIP			
Membership Income	15,360	45,000	43,720
Membership Expense	-	-	-
Net Membership Contribution	15,360	45,000	43,720
PUBLICATIONS			
Publication Income	8,985	12,500	18,685
Publication Expense	-	12,000	21,472
Net Publication Contribution	8,985	500	(2,787)
SHOWS			
Show Income	18,149	36,000	37,514
Show Expense	558	10,000	9,884
Net Show Contribution	17,591	26,000	27,630
PROMOTION			
Promotion Income	1,249	6,700	6,563
Promotion Expense	386	-	-
Net Promotion Contribution	862	6,700	6,563
PROGRAMS/AGM			
Program Income	10,485	15,000	18,350
Program Expense	-	15,000	19,427
Net Program Contribution	10,485	-	(1,077)
FUNDRAISING			
Fundraising Income	4,300	15,000	16,579
OTHER			
Other Income	579	1,625	2,068
Other Expense	775	3,000	1,529
Net Other Contribution	(196)	(1,375)	539
Total Net Contributions	90,036	174,425	173,805
Operating Expenses			
Building & Equipment	7,530	26,320	28,838
Professional Fees	2,012	14,300	9,702
Office Supplies/Communication	5,103	13,850	13,111
Salaries & Benefits	49,038	128,000	126,273
Total Operating Expenses	63,684	182,470	177,924
Net Income (Loss)	26,353	(8,045)	(4,118)