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THE KENNEL UNION OF SOUTHERN AFRICA MINUTES OF A SPECIAL MEETING OF THE FEDERAL COUNCIL held on

THURSDAY, 24 JULY 2025, continuing WEDNESDAY, 30 JULY 2025,

Sessions 1 & 2 both starting at 17h30 on MS Teams

In terms of Article 16.1 of the Constitution of the Kennel Union of Southern Africa, notice has been duly given of a Special Meeting of the Federal Council to be held at 17h30 on Thursday, 24 July 2025, on MS Teams.

Item	Sub-	Sub-	MINUTES
	Item	Item	
1			Welcome and Notice of the Meeting
			As requisitioned by the members of the Federal Council, Cllrs Michael Vorster, Lori Thornhill and Dudley Sparg on Monday, 23 June 2025, this meeting was held upon Notice having been appropriately given by the KUSA Secretary on Tuesday, 24 June 2025.
			Opening and Notice of the Meeting.
			The Chairman opened the Special Meeting of the Federal Council, welcoming all present.
			She requested GR to read the Notice of the meeting, officially given by the KUSA Secretary on Tuesday, 24 June 2025, which he duly read out.
2			Attendance & Apologies
			To record attendance and any apologies.
			Attendance: Cllr JM Hubbard (Chairman of the Federal Council) – JH or "Chairman", depending on context Clr M (V) Alberts (Chairman – Exco) – MA Cllr C Chelchinskey (Vice-Chairman – DOGSPC) – CC Cllr RD Juckes (Chairman – FS&NCPC) – RJ Cllr CE Patience (Chairman – NAPC) – CP Cllr N Redtenbacher (Vice-Chairman of the Federal Council & Chairman – DOGSPC) – NR Cllr DC Sparg (Chairman – EC&BPC) – DS Cllr L Thornhill (Chairman – WCPC) – LT Cllr MW Vorster (Chairman – KZNPC) – MV
			Staff in Attendance: Mrs PLE Midgley (General Manager) – PM Mr BG Robinson (KUSA Secretary) – GR
			Apologies: Brig Gen (retd.) NJ du Preez – Legal Adviser to KUSA – NdP, who was travelling overseas.
			There were no Federal Council absentees at the start of the Special Meeting. However, CC had preadvised her absence from 18h30 onwards, due to a prior work commitment.
			Noted.
			Announcement: Before proceeding with the Agenda, the Chairman informed the Federal Council that she would be requesting the KUSA Secretary to secure a mandate from the members of Fedco, by way of Fedco round robin, for the two KUSA delegates to vote at the FCI General Assembly in Helsinki on issues

		put to the vote. The Secretary would be requested to send the round robin the following day (Friday, 25 July 2025), requesting Fedco to permit her (JH) and MV to exercise sound discretion in all matters put to the vote at the FCI General Assembly and to cast their votes in the best interest of KUSA. Noted.
3		Matters to be discussed
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		Procedural matters proposed by the Chairman of the Federal Council, and <i>unanimously</i> sanctioned by the members of the Federal Council at the Fedco 06-2025 Ordinary Meeting held on 27 & 28 June 2025, to be placed on the Agenda for this Special Meeting:
	3.1	To discuss and finalise the KUSA 2025/2026 Budget
		The Chairman informed the meeting that the Budget Committee had, the previous evening (23 July 2025), met with the General Manager for an in-depth pre-discussion on the proposed KUSA Budget for 2025/2026. During the discussion, it became evident that, with so many items requiring deliberation and decision, Fedco would need to be afforded some time to engage with the draft Budget due for presentation by the General Manager that evening.
		As had been done in the past, the Chairman proposed that, for Fedco to be given the necessary time to properly assess the Budget, upon exhaustion of the Agenda for the present Meeting, the Meeting would be suspended, for resumption some days later, for the sole purpose of finalising and accepting the Budget. Ergo, after PM's presentation of the proposed Budget at Session 1, it would be updated with valid comments received during the discussion and emailed to the members of Fedco the following day (Friday, 25 July 2025), thereby giving Fedco time till close of business on Monday , 28 July 2025 , to contact PM with any questions or comments, either by email or phone, to enable her to prepare responses, where required, for Session 2 of the present meeting.
		The Chairman said she would seek Fedco's formal approval for the proposed deferral till after PM's presentation.
		Regarding the four issues cited under the main Agenda point (To discuss and finalise the KUSA 2025/2026 Budget), the Chairman explained that they had been slotted into this position, given their relevance to the Budget. Once PM had completed her overarching presentation on the construction of the Budget and had guided the Federal Council on gaining access to source information, the four Budget-related issues would be addressed sequentially.
		The Chairman invited PM to address the Federal Council on the proposed KUSA Budget 2025/2026.
		PM screen-shared the Excel spreadsheet containing the <i>draft</i> Budget and explained that it was a detailed document of some complexity, and it would not be possible to discuss each item line-by-line. The document was obviously confidential to the members of the Federal Council.
		PM stated that the figures cited in the draft Budget were very conservative, predicting a mere 2% increase in income overall. As a general observation, she mentioned that the annual decline in Registration Fees, Membership Fees and Show Entry Levies, had slowed in pace, which was an encouraging development.
		Focussing to the way the draft Budget had been structured, PM explained that it comprised two worksheets, the first providing the overall Budget, reflecting the Income and Expenditure, ultimately culminating in the Profit/Loss prediction. This spreadsheet also provided access to the various breakdowns of how the income line-items had been calculated. The second spreadsheet relates to Expenses, the details of which were extracted from a different data source. Similar to Income, the breakdowns of the various Expense line-items were available on this second spreadsheet.
		PM next explained the different column headings under which the draft Budget was constructed to either calculate the figures or percentages, as well as the column-headings applicable to the breakdowns of line-items and the estimates and assumptions on which the calculations were based.
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In dealing with the various Income line-items, PM focussed on KUSA's principal Income streams and explained the rationale behind the estimation and calculation of certain figures. She did the same in respect of the Expenses line-items, paying particular attention to major Expenses such as payroll and all aspects related to computer development, i.e. systems, maintenance hardware and software.

In the course of her presentation, PM dealt with certain questions and comments from the floor and, in closing her presentation, reiterated her invitation to Fedco members to contact her by email or phone for further clarification of any matter related to the draft Budget.

The Chairman moved on to the four Budget-related items on the Agenda, **deferred** from **Fedco 06-2025**:

1. From Item 3.6.4 of the Minutes of Fedco 06-2025:

On a **proposal from MA**, **seconded by DS**, the proposed 5% increase to the prices reflected in the Subscription & Fees Document issued pursuant to Schedule 07 was **approved, unanimously**, as well as the **staying of costs** (at 2024/2025 levels) for **Affiliation Fees, Show Entry Fees** and **Show Penalty Fees**, as set out in the proposed exclusions above.

Cllr Juckes requested that over-border Clubs (Namibia, Botswana, etc.) could possibly be charge concessionary Affiliation Fees. PM argued that costs such as Show Licence Fees and Show Returns might also be considered when investigating how best to accommodate Clubs in neighbouring countries financially.

For decision.

Concessionary rates for Affiliation Fees for Clubs outside the borders of South Africa were briefly discussed with diverse opinions aired. Since this was not a pressing matter, the Chairman recommended that it be **deferred** to the Fedco Discussion Forum (FDF) Session 2 to be held on **Thursday**, **14 August 2025**.

2. From Item 3.6.4 of the Minutes of Fedco 06-2025:

During the discussion on Show Penalty Fees, NS raised the issue that, in the case of Non-championship Shows, after Penalties had started accruing three months before the Show date, there was no cut-off date in the Regulations by which time a Show Licence should no longer be issued, as was the case with Championship Shows.

All present **agreed** that this was an omission which caused uncertainty for the KUSA Office but, since it was a regulatory change, a proposal would need to be brought to a future constituted meeting of the Federal Council. The Chairman said that, should such a proposal be prepared in time, it could be accommodated on the Agenda for the **Special Meeting of the Federal Council, scheduled for Thursday, 24 July 2025**.

The following proposal was presented by the Executive Committee:

Proposed Amendments to Schedule – 04 REGULATIONS FOR NON-CHAMPIONSHIP SHOWS

Submitted by the Executive Committee.

Motivation:

The existing Regulations governing Championship Shows already impose clear deadlines and enforceable penalties related to the submission of Draft Schedules and Licence Applications (e.g., Regulations 5.17 and 5.18). These provisions are essential in ensuring that the KUSA Office has sufficient time to process applications, verify documentation, clear Judges, and issue Licences in a structured and timely manner.

In contrast, there is currently no corresponding regulatory framework for **Non-championship Shows**. In the absence of defined submission timelines or enforceable penalties, Clubs frequently submit their Draft Schedules and Licence documentation extremely late, in some cases, in the same week as the scheduled Event. This practice creates a serious administrative burden on the KUSA Office, compromises the integrity of the process, and increases the risk of errors or oversight.

Insert Regulations in underlined bold type:

- 6.3 Where Draft Schedules submitted by Clubs in terms of Regulation 2.1 and Regulation
 6 of this Schedule are received by the KUSA Office later than three (3) months before
 the first day of the show, for any reason whatsoever, such Clubs shall pay Penalty
 Fees as specified for:
- 6.3.1 each week or part thereof the Draft Schedule is received late, and/or
- 6.3.2 each Judge who is not qualified to judge the Breeds/Groups/Events for which he has contracted himself.
- 6.4 Where a Club, for any reason whatsoever, has been unable to finalise its Draft

 Schedule four (4) weeks before the first day of the Show, no licence shall be issued
 for that event. If a licence has already been paid for, Licence Fees will be refunded to
 the Club, subject to the deduction of Penalty Fees incurred up to four (4) weeks and,
 should the Penalty Fees be in excess of the Licence Fees, the Club shall be
 responsible for payment of the shortfall.
- 6.5 When a Club fails to pay a penalty within sixty (60) days of the date of imposition, the next application for a Licence for any Non-championship Show or Event submitted by that Club shall be refused until all outstanding Penalty Fees have been paid, provided that such payment is received not less than four (4) weeks prior to its Non-championship Show date.

Proposed amendment to Schedule 07 – Subscription and Fees – Regulation 16.2

Insertions in <u>underlined bold type</u>

For late submission in terms of Schedule 04, Regulations 6, 30 and Schedule 08.

Following a motivation and additional explanation provided by MA and NR to questions by RJ and CP, it was **proposed by MA**, **seconded by NR**, that the requisite Regulations be inserted into Schedule 04, which proposal was **approved**, **unanimously**.

Effective 01.10.2025.

3. From Item 3.6.4 of the Minutes of Fedco 06-2025:

Following the above discussions, the Chairman invited comments on the mooted Fast Track Fee for AIA Permits. PM explained the problems from the KUSA Office's perspective when immediate attention was demanded by an applicant, or his/her import agent, for a particular Permit to be issued ahead of what might be considered an acceptable turnaround time. Introducing a Fast Track Fee was one way of jumping queue".

Diverse views on this subject were exchanged, and it was generally felt that the KUSA Office needed to commit to a procedure, in other words, set a "normal" turnaround time for the endorsement of AIA Permits and, should the service be required in advance of that normal benchmark, a Fast Track Fee be charged.

NR enquired, if introduced, what Fast Track Fee was envisaged. PM responded that the

KUSA Office proposed that the Fast Track Fees charged by KUSA for AIA Permits should be harmonised with the Fast Track Fees charged for other expedited services, e.g Single Dog Registrations, Litter Registrations, Registrations of Imported Dogs and Export Documentation. Although the Fast Track Fees charged for the other services were currently slightly higher, in the interest of simplicity, it was suggested by PM that all Fast Track Fees should be set at R750.00, with the exception of the Fast Track Fee charged for the expedited issuing of Championship Certificates, currently set at R350.00.

Given the absence of a proper procedure based on timelines, it was difficult to reach consensus, and it was therefore **agreed** that the decision on the Fast Track Fee for AIA Permits should be **deferred** to the **Special Meeting of the Federal Council, scheduled for Thursday, 24 July 2025**.

On an enquiry from NR, PM responded that, given the workload at any particular time, compounded by the complexities around some Permit applications and the "first come, first served" basis on which the applications are handled, it was not realistically possible to set a "normal turnaround time" for a Permit. Having consulted with those involved in the processing and validation of the Permits, the best she could do was to propose that, if a Permit was required within *two* (2) working days, that a Fast Track Fee would be payable. MA expressed that view that this was no different from any other priority service required; "if you want to jump the queue, you pay for the privilege."

On a **proposal from JH, seconded by CP**, the introduction of a Fast Track Fee for the processing and validation of AlA Permits within **two (2) working days**, at a cost of **R750.00 per Permit**, was **approved**, **unanimously**, with the consequential **insertion of the fee into Schedule 07 (Subscription & Fees)**.

Effective 01.09.2025.

4. From Item 3.3 of the Minutes of Fedco 06-2025:

Consideration needs to be given to the feasibility of both the Development Team and KUSA Project Team, simultaneously, setting aside two to three weeks during which to dedicate their time exclusively to the Project to get it over the line. Monopolising the Developers' time would, however, exceed the budgeted amount and a proposal along these lines would be presented to the Federal Council for consideration at its Special Meeting scheduled for 24 July 2025.

Deferred to Session 2 of the present meeting, as envisaged by the Chairman in her opening statement.

The Chairman enquired whether all the Federal Councillors present would be able to make themselves available for Session 2 of this Special Meeting, if scheduled for **Wednesday**, **30 July 2025** at **17h30**.

MA said he might not be able to attend, due to another engagement, but he'll check and revert to JH and GR if not available. The other Federal Councillors present **signalled their availability to attend Session 2 of the Special Meeting**.

At this point the discussion on the proposed KUSA Budget 2025/2026 was paused, with the Chairman requesting PM to share her Budget Excel Working Sheets with the members of Fedco as soon as she has made the adjustments agreed upon during the earlier discussion. That would give the Members of Fedco the opportunity to engage with the proposed Budget in privacy and to send their queries by email to PM, or contact her telephonically, with a view to affording her sufficient time to research any queries raised to provide the requisite clarification when the meeting resumed on 30 July 2025.

	affording her sufficient time to research any queries raised to provide the requisite clarification when the meeting resumed on 30 July 2025.				
The Chairman proceeded with the rest of the Agenda for the Special Meeting.					
3.2	To review and endorse the KUSA POPIA Privacy Policy and Audit document				
	Deferred from Fedco 06-2025 to the Special Meeting of the Federal Council, scheduled for Thursday, 24 July 2025.				
	The proposed Privacy Policy, marked up with certain edits by NR, was tabled for consideration by the Federal Council. The Chairman explained that, in drafting the Privacy Policy, she had relied heavily on the Privacy Policies of the Malaysian Kennel Club (MKC) and the Philippine Kennel Club, Inc. (PICC) and that, although she had assumed consent by the MKC and the PICC, it was her intention to formally seek their agreement to the use of their content in KUSA's document.				
	It was agreed that, apart from the two foreign Kennel Clubs' consent, the document should be thoroughly proofread before publication.				
	Subject to the above, the adoption of the Privacy Policy and the allied spreadsheet, setting out the KUSA Forms and Guidelines impacted by the Privacy Policy, was approved , unanimously , on a proposal from MV , seconded by NR .				
4	Any other matters of an urgent nature brought forward by the Chairman to be placed on the Agenda for this special Meeting				
4.1	KUSA Classic 2025 – Cape Town, 29 May – 1 June 2025				
	Under Item 19.2.4 of the minutes of the Fedco 06-2025 meeting it is stated: With the permission of the Federal Council, the Chairman expressed her intention to place this item on the Agenda for the Special Meeting of the Federal Council, scheduled for 24 July 2025, to receive the report of the Chairman of the Organising Committee, LT. This deferment would give LT and the KUSA Office time to harmonise their financial records in order to present the Federal Council with the final financial results.				
	Noted.				
	Report from the Chairman of the WCPC KUSA Classic Organising Committee 2025.				
	LT delivered her comprehensive report on behalf of the KUSA Classic 2025 Organising Committee, which was accepted by acclamation.				
	On behalf of the Federal Council and the KUSA Office, the Chairman thanked LT, her Organising Committee, and the WCPC, for hosting a KUSA Classic which had met with universal praise and appreciation. These sentiments were echoed by MA on behalf of the Executive Committee.				
4.2	Noted with appreciation. Alignment of the Provincial Councils' Constitutions with Article 14.4 pertaining to the Election				
4.2	of Representatives to serve on the Executive Committee every four years and, if applicable, mid-term replacements				
	From Item 3.8.1 of the Minutes of Fedco 06-2025:				
	[Note: It had been brought to the attention of the KUSA Office that the above clauses [refer to clauses below] from the Provincial Council Constitutions did not align with Article 14.4. This discrepancy would be addressed at the Special Meeting of the Federal Council, scheduled for Thursday, 24 July 2025.]				

From the Provincial Councils' Constitutions:
Insertions in **underlined bold type** and deletions in [struck through square brackets]

16.1.10.1 The {Provincial Council} Executive Committee Representative shall be elected from nominations secured by the [Secretary] Chairman in accordance with the prescripts of Article

14.4 of the KUSA Constitution to serve for a term of four (4) years. [in advance of the Annual General Meeting and the person so elected shall be advised to KUSA in sufficient time for the Chairman of the Federal Council to table the nomination at the final meeting of the Federal Council in that year.]

16.1.10.2 Although preferable for the Executive Committee Representative to be elected at a constituted Ordinary Meeting of {Provincial Council}, [in terms of timing] it is not mandatory to [elect the {Provincial Council} Executive Committee Representative at the Annual General Meeting] do so. At the discretion of the Chairman, the nomination and election process may also be dealt with by Round Robin Resolution, provided that the result is advised to [KUSA in sufficient time for] the Chairman of the Federal Council within the period stipulated in said Article 14.4. [to table the nomination at the final meeting of the Federal Council in that year.]

16.1.10.3 If, during the course of his term of office, the {Provincial Council} Executive Committee Representative should become permanently unable to continue to act in the capacity of {Provincial Council} Executive Committee Representative, the [Secretary] Chairman shall, without undue delay, [immediately] call for nominations for a {Provincial Council} Executive Committee Representative to serve out the unexpired period of the previous {Provincial Council} Executive Committee Representative's term of office. The person elected at the first Ordinary Meeting of {Provincial Council} following receipt of nominations shall be advised to [KUSA] the Chairman of the Federal Council immediately after his election, to be dealt with [notified to the Chairman of the Federal Council to further deal with the nomination in terms of] in accordance with Article 16.2.1.1 of the KUSA Constitution, read with said Article 14.4.

The current term of Executive Committee Representatives expires on 31 December 2028.

For noting.

On the invitation from the Chairman, GR explained the rationale behind harmonising the above clauses from the Provincial Councils' Constitutions with Article 14.4, which provides as follows:

On assuming office, the Chairman of the Federal Council shall instruct the Chairman of each Province and the Vice-Chairman of DOGSPC to obtain, within sixty (60) days of the receipt of such instructions, the name and written acceptance of a nominee elected by the Provincial Council to sit on the Executive Committee. Such nominee shall remain in Office until the termination of the period of office of the Chairman of the Federal Council and such further period contemplated in 14.5 below provided that the appointment is acceptable to all the Provincial Council Chairmen of the Federal Council. Further, nothing herein shall preclude the Chairman of the Federal Council from removing from Office any member of the Executive Committee at any time subject to confirmation of the Federal Council. Such members of the Executive Committee who terminate their period of office with the Chairman of the Federal Council shall be eligible for reappointment. Should, for any reason a member of the Executive Committee not be able to continue in Office a new Provincial nominee shall be appointed following the procedure detailed above.

There were no questions or comments and, on a **proposal from NR**, **seconded by MV**, the proposed amendments to the Provincial Councils' Constitutions were **approved**, **unanimously**.

Effective upon signature of the amended Provincial Councils' Constitutions by the General Manager.

Suspension and deferment of Meeting

5

With the continuation of discussions on the proposed KUSA Budget 2025/2026, **deferred to 30 July 2025**, there were no further matters to be discussed at the present Session 1 of the Special Meeting and the Chairman closed Session 1 at 20h10.

The Chairman re-opened the Special Meeting of the Federal Council, for the scheduled Session 2 on WEDNESDAY, 30 JULY 2025 at 17h30

3.1 To discuss and finalise the KUSA 2025/2026 Budget (Resumption of Agenda Item 3.1)

The Chairman welcomed all to this Session 2 of the Special Meeting, of which Session 1 was held on **Thursday, 24 July 2025**.

PM informed the Federal Council that, during the intervening period, she had received two emails – one from LT and another from MA – seeking clarity on particular line-items in the proposed Budget, or explanation of the disclosure of certain Income/Expenses. PM said she had consolidated the queries received in a single document, together with her comments on each, which she screenshared.

1. The first query raised by LT was related to Item 3.1 (4) above, urging the setting of "defined deliverables", should the Federal Council decide to increase the hours of the System Developers to deliver a Minimum Viable Product (MVP) within the shortest period possible.

PM assured the Federal Council that the deliverables have already been identified and are being continuously monitored. As the development and testing progress, new issues crop up, which need to be factored into the deliverables. MA has been given access to the Developers' workflow and task list, enabling him to assist with tracking and measuring.

2. LT's second query centred around the possibility of the employment of extra staff to relieve KUSA's capacity constraints and the importance of these appointments supporting additional income streams and improving KUSA's service-delivery to members.

The staffing issues were extensively debated, and the critical need for a Recruitment Policy and an HR Committee, as had been envisaged at an earlier meeting, to be introduced without delay. LT offered to "put my hand up" to assist with putting these measures in place. Time was also spent on exploring the merits and sustainability of Limited Duration Contracts issued to certain members of KUSA staff as well as the renewals of these contracts.

After an exhaustive discussion, in response to a question from PM on whether the provision for additional staff members should remain in the Budget, or be removed from it, there was consensus that it should remain, but that any new appointment should be approved by Fedco before it is made, or any funds expended. It was also decided, without dissent that, in the proposed Budget, the current budgeted amount for staff currently employed and the budgeted amount for possible future appointments, should be disclosed as separate line-items.

3. In her third query, LT advocated for some relief for Clubs from the ever-escalating "Show Costs" Clubs are obliged to pay.

PM explained that, in addition to Clubs' Affiliation Fees not being increased in the following financial year, it should be borne in mind that Show Penalties had also been allowed to remain at 2024 levels, with Show Levies also frozen at R32.00 for Championship Shows and R5.00 for Non-championship Shows.

LT said that Clubs had probably hoped for some concession on the payment of Show Licence Fees, but accepted that this was not one of the stayed costs.

Having dealt with the gueries from LT, PM mentioned that MV had also raised two issues:

	MA had been unable to find where the income offsetting JEC Exam expenses had been budgeted for.
	PM responded that the income from this source was recorded under Show Licences & Penalties → Judges on the Income Statement. MA thought the heading was inappropriate for reflecting the income from Judges to write exams and PM said she would investigate the logistics of changing the location of this disclosure on the Income Statement.
	 The second query raised by MA related to the anomaly of the Minutes of Fedco 06-2025 reflecting that there would be no increase in Affiliation Fees, yet the Budget provided for a 5% increase.
	PM explained that, what appeared to be an anomaly, was due to the timing of the invoicing for Affiliation Fees. Income derived from Invoices for Affiliation Fees generated in July 2025, would reflect in the financial statements for the financial year ending 31 August 2025 (current financial year). Accordingly, the decision not to increase the Affiliation Fees would have an impact on the current financial year, not the following one.
	After some further exchanges, MA accepted PM's explanation.
	In eliciting the opinion of the Federal Councillors on the acceptance of the proposed KUSA Budget for 2025/2026, the Chairman did so one-by-one. On completion, the Chairman announced the acceptance of the proposed KUSA Budget for 2025/2026 to be unanimous .
5	Closing of Meeting (Deferred Item)
	Thanking the Federal Councillors for their attendance and input, the Chairman closed the meeting at 18.32.