



International Sheep Dog Society

International Sheep Dog Society • Clifton House • 4a Goldington Road • Bedford • MK40 3NF • United Kingdom
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ISDS Annual General Meeting at the 2021 English National Sheepdog Trial

Date: Wednesday 28th July 2021

Location: Trial Field, Blore Crossroads, Blore near Ashbourne, Derbyshire.

Meeting Opened: 17.15

Minute Silence for those lost from 2019 - 2021

Apologies for Absence

- Tom Huddleston, Katy Cropper, Ed Thornally, Thomas Longton, Tim Foster and Nigel Davis

Minutes of the last Annual Meeting

- Read aloud by Helen Vickery [HV].
(Please refer to meeting minutes of 2019 Section Meeting).

Meeting recording

- Joe Relph [JR] updated that meeting will be recorded for purpose of accurate minutes.

Matters Arising Therefrom

- Selling of dogs from website, no longer an issue. Other avenues found.
- Wilkinson Sword Award, meeting minutes only just arisen. Will take action as of now to move this forward.

Endorsement of Vice Presidents

- Senior Vice President – Mr R Dean
- Junior Vice President – Mr R Smith
- Welcome back to Robin Dean [RD] and a new congratulations and welcome to Richard Smith [RS].
- JR requested that Richard Smith be granted permission to start early as Trials Committee is a member short and therefore can allow RS to officiate (brought forward from 01st November).
No objections expressed.

Result of Ballot for Election of Directors

- R Dean, Preston, Lancashire
- G Fearon, Keswick, Cumbria
- E Thornalley, Worlington, Suffolk
- M Longton, Quernmore, Lancashire
- A Blackmore, Ledbury, Herefordshire
- R Smith, Chipping Norton, Oxfordshire
- J Dumbleton, Bollington, Cheshire
- J Palmer, Clitheroe, Lancashire
- A Wilkinson, Sheffield, South Yorkshire
- A Warmington, Stow on the Wold, Cheltenham
- B Smith, Southam, Warwickshire

HV sent out 1761 voting papers and 83 papers returned. This equates to 4.7% of English members voting, as pointed out similarly last year. In the future, this will move to online voting to promote activity.



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National Section Motions

- 2 Motions.
 1. Directors who represent membership be given sufficient time at the Annual directors meeting to discuss issues raised by those members. (C. Wogan & R. Edwards).
Last meeting was expressed as large expense and “waste of time” as there was a lack of time available for discussion. Directors voted on by members and require suitable time to discuss issues raised by members.
Any meeting room requires to be booked for “Day Use”, “Half a day” room booking is unsuitable. HV that room booked for meeting in 2020 (but cancelled due to COVID) was booked for longer but cancelled.
JR took vote from directors. 38 voted in favor. Motion carried. 0 against.
 2. Directors who do not attend Annual Directors Meeting during 3 years in office be prohibited from re-election for 2 years. (C. Wogan & R. Edwards).
Directors are voted in by members and so should be present at such meetings. Some have never attended Directors Meeting on multiple occasions but are re-elected.
Question raised of England only parameter or Society wide.
Ray Edwards [RE] confirmed that should be full motion and will put amendment to this motion and raised for full Society ruling.

National President's Report

- Welcome to Oakover Estate for English National 2021 owned by Sir Andrew & Lady Philippa Walker-Okeover, returning again after 2008. Gratitude expressed to Robert Rowlinson (Tennant Farmer) for clearing stock and allowing us use for trials. Thanks also to Ben Kidd for use of Sheep. Local Committee have worked exceptionally hard in difficult circumstances for trial. Everything being rolled over from 2020 which was managed with no further cost to society. Therefore, has made 2 years in the planning for this trial by guidance of Nigel Davis (Local Chairman) and hard-working members of Dovedale committee. Thanks, expressed for all commitment and hard work on behalf of ISDS and all in attendance.
- Thanks, and welcome to Ian Fleming [Chairman], to Helen Vickery (CEO), and Kate Wilkinson (Operations and Events Manager at ISDS). Thanks to Chairman for fantastic hard work and support, despite challenging time. HV had outlined and planned development for ISDS Office, but unfortunately will not be continuing with ISDS and has resigned. Change is required of how to function as Society to stop burnout of officers and staff and support requested from directors and members or Society will collapse.

Society Chairman's Report

- Chairman thanked for welcome and great anticipation expressed over Trial after the disappointment faced in early term over cancelling 2020 trials. Chairman's update in magazine, paid tribute to local committees as “unsung heroes” of Society with all hard work for 2020 come to no avail due to COVID. Sheep Dog world was fortunate for continuation with relatively little disruption from COVID; Commodity prices were and remain buoyant, trading continued virtually, and most livestock prices were never higher. Furthermore, fascinating to see working dog prices flourish trading virtually with record breaking prices at almost every sale.
- Promise made when instated to role, to keep members informed about Society - as it is the members' Society. Since COVID, council has held regular meetings over “Zoom Video Conferencing”, proving to be very successful and allows all council members to be involved in all management decisions and discussions. Attempts have been made to share as much information as possible with “Chairman's updates” on the Society Website. Due to last year, little to no trials

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to report on and nothing worthy of report that's not already provided. Thanks to all again and expression of luck and anticipation of a great National Trial.

CEO Report

- HV thanked all for attending and to Nigel Davies (Local Chairman) and committee for all effort towards trial. Work done in 2020 was not lost and can now enjoy the 2021 trials. HV introduced Kate Wilkinson [KW] starting in April 2021 as Operations and Events Manager offering support to CEO and with Trial support. HV welcomed back to Carol Heard, fantastic member of team in attendance at trial and acknowledged those back in Office; Kim (Accounts), and Registration Officers (Mandy, Bella, Bev, Amanda and Carol) for continued hard work. Underrated, undervalued and core member of society; worked relentlessly throughout lockdown to deliver quality service to members; going above and beyond expectation of their roles. Thanks Lisa Soar for hard work and commitment to ISN magazine.
- Hopefully many will have read and digested article written for July / August magazine which provides general oversight of structure and changes required within society. HV resigned from position of CEO and expressed hope that work undertaken will not go unidentified and failings actioned within society.
- For GDPR, this is a huge undertaking for Society and staff are working tirelessly to progress this as fast and efficiently as possible. If members have not received an email from ISDS on GDPR please make contact so that Society may action this and ultimately produce a studbook.
- Thanks also expressed to those who have supported during last 18 months.

Venues for Future Trials

- English National 2022 in Northumberland on Friday 22nd July, Saturday 23rd July and Sunday 24th July 2022 by kind permission of Stewart Hislop of Rانgham Farm, Berwick upon Tweed and sheep provided by Lilburn Estate with Local Chairman as Bevis Jordan.
- International of England in 2022, JR wanted to wait to confirm Welsh International would go ahead. As if this didn't, Welsh International may defer to 2022 and would then affect English International. Questioned raised over 2021 International and lack of spectators if this will change. HV confirmed that this is not likely to change and it's a decision made by local authority.
- World Trial 2023, the venue that was to be the 2020 World Trial cannot accommodate and so must start again from scratch for 2023. Please relay any possible leads on location, inform members and relay back to ISDS office.

Any Other Business:

- Clarity on "Members Support" requested earlier. Question asked of "where are [ISDS] not getting support?". JR clarified that Social Media comments are inaccurate and unfair. Activity identified as idol gossip and cannot be stopped but does not benefit Society. JR confirmed that must see past negativity and gossip. HV confirmed that reason for resignation is not based on Social Media. Comment made that members have expressed dissatisfaction over blaming towards them from ISDS updates. Added that for each problem within Society there is a lack of clarity towards members and appears that there's just more money spent to resolve this. Comment made that members ask Directors for information, and often Directors know as much as members do. Directors are unable to explain as they aren't told in advance of members. Comment made that having a longer Directors meeting may address this as previously mentioned in this meeting. Chairman questioned if Chairman's updates are useful and was agreed by Directors that it was. Comment made issues and complaints of members have not been shared and therefore Directors cannot help to address these. JR added that missing the last Directors

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meeting hasn't helped in this case. Comment made that after Council Meetings held over Zoom, suggestion then of a later meeting or update be shared from President of each nation to Directors of each nation with what was discussed at council. Comment on Chairman's update is that Directors get same as members and so haven't had advance notice or time to digest.

- Comment made on GDPR and Studbooks that an alert was made to council in 2018 and we're now in 2021 still with no studbook. HV confirmed that project that is underway will capture each owner's consent before puppy can be registered to ensure we have full member and contact consent to use, store and publish data. Questioned asked again on why still no studbook. Chairman updated that it's been delayed, and the size of project is so sizeable that it hadn't been actioned in-time for these missing studbooks. Comment made on lawful basis for holding data, HV confirmed that we do have lawful basis for storing data but not publishing and we don't know what other associations, societies or otherwise are doing behind-the-scenes to produce similar documents. Chairman added that anything issued by Kennel Club now is blank and if dog isn't prefixed then it would be unknown where it came from; all that we have permission for is dog name and ISDS number. 2018 Studbook was published by Matthew Pemberton and this is the last studbook issued as was sent to publish before GDPR rules came into enforcement in May 2018.
- HV added that many corners were cut in the past, there has always been a backlog and has got worse but it is important to do things properly and not cut-corners. HV confirmed that working from home is not impacting work, team work harder from home than in office and criticism of this is unjustified. The problems are due to past build-up and neglect and poorly or non-integrated IT infrastructure is the cause. The Database (CRIS) is intended for home use, not for 6,000 members and 60,000 dogs; company managing this is unsuitable, breaks often. Sage (used for accounts) isn't integrated with CRIS and so requires double work and extremely repetitive. GDPR is now handled as separate piece of software as current systems do need to go. Website does not even integrate with CRIS; Transfers online echoes data from CRIS but still requires manual input and effectively produces glorified receipt. Every thing that is done is manual. Magazine run list to produce list of who is entitled to upcoming issue of magazine took 3 working days to decipher and still isn't accurate. This is a waste of CEO time and money for printing magazines for members who aren't entitled and aren't paying for this. Questioned asked of a new integrated system cost. HV added that can either buy from established company and have them manage system or have built and own within society, for this we need a Web Developer role. A server was purchased by ISDS but is incorrect and should have been web-based on browser. This would have helped in the "working-from-home" transition by connecting to browser than trying to connect to a server. Annual Salary for this Web Developer could be £60-80K as full time (to start) but will need to consider annual leave of this staff. Comment made about refreshing nature of this frank explanation and would have been good to hear this all earlier. Chairman added that both he and HV amazed during past 18 months at scale of problem. Comment that if more transparency was known of these things there may be less negativity on Social media. HV added that Chairman has been excellent at transparency thus far and that office is "firefighting" on a daily basis and the lack of time afforded to progress makes it frustrating and an active effort has been made to provide as much information promptly as possible.

Comment that first computer system was brought in under Normal Longton, it was not known to be poor. HV confirmed that no-one at the time knew better that it wasn't functioning correctly and therefore broken. Comment added further that emphasis is too often placed on financial implication of change and not on benefit or impact and improvement (although difficult to project); it wasn't mentioned before the higher people-cost than technical-cost. HV added that aim is to get to an online self-service system operated by each member and the staff would work behind to accept/reject work and can therefore refocus efforts to other areas. Support would be

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offered to those with no/low internet or access but this is the aim to become more efficient for productivity and cost. JR added that Society has grown quicky, but infrastructure hasn't. Richard Smith [RS] commented that from years on council its usually 2 meetings of council and this year have had 28 council meetings of great length; council members are working for goodness of Society and its in much better place than it was in times past with all the resignations that happened before. Comment that all the resignations previously were kept quiet, no one understands reasoning why and Society needs to stop the secrecy. Robin Dean [RD] added that first 6-8 months were spent on uniting the 4 nations as collective; council are doing their best, it's not due to secrecy but just confidentiality as decisions are made. RD expressed shame that HV will not be continuing with Society, and all the vision and effort made should not be lost. Please treat council as approachable to be asked the questions and inform directors and members. Thanks from RD to Chairman and HV for keeping Society together despite others that appear to be acting with the opposite intent. Comment made that too much gossiping and not enough contact and communication. HV added that there are very few emails from Directors and Members, some often miscalculate and misjudge situation and if time was taken to query then we might be able to catch any potential error earlier. Comment made that office has expressed how busy it is and there is perhaps inhibition to make contact. Comment made that a webinar or office-hour occasionally from Chairman and HV may help. HV agreed and did consider but added that lack of time is restricting on impact possible. HV has done an additional 40 hours of work in week prior to trial. Staff we have are working flat out and KW has taken a great amount from HV resulting in time to allow the trials to progress, but HV is still bogged down with work and it's creating a burnout effect on staff. HV should be working on strategic plan for Society but its not possible to create as HV does not have decision making ability; the constitution is set that directors have the vote on activity, and this leads to inability to progress and CEO burnout. JR questioned how many Directors look at ISDS website. Comment that it's the links from Facebook back to website that get read, website is so poor it's off-putting. HV agreed, website is managed by "Quietstorm" and each change costs a minimum of £60.00, recent change for Trials in allowing 2nd Alternate dog cost £120.00. Chairman confirmed that Management Team of Society work on behalf of Directors which is wrong way round from most organisations.

- LIVE streaming, question of viewing after the event or only on the day. HV confirmed that was the intention but there is a technical hitch that's being worked through. This is the first-time testing this, and will be able to get numbers together, get more sponsors and will become the future of trials, thanks given to Chairman for efforts thus far. Question on reason why link was only made accessible day prior to trial. HV noted that there were problems with Terms and Conditions their end that had to be passed to solicitor and required reviewing, Chairman added it will be great for overseas members than cannot attend this year.
- Question over next directors meeting. JR added that it would be as soon as possible. Chairman added that no set plans currently but will monitor COVID and plan accordingly; unwise to plan venue and arrangements only for COVID restrictions to change again. Question of Zoom meeting; 1 camera in each nation location with host or moderator of meeting and each nation host on location. Chairman confirmed good idea, last AGM in Kendall the final bill was approx. £10K. HV added that RD had great enquiry with Myerscough College, bill for last day of food was £3K. RD added that Myerscough could offer everything required except accommodation but came in at very affordable cost and convenient for other 3 nations, still a possibility for next AGM. Chairman added that new virtual suggestion might encourage attendance and may be "better behaved" when on camera and need to be patient over virtual involvement. HV added that need to be considerate over members with no internet and when taking a vote. Comment made over the membership being made to be continuous as it has been rather than

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year-end renewal. HV added that old membership process was ineffective; Members would join, then be offered grace period to re-join in which time they are still a “member” and receive the magazine that they aren’t paying for. Anyone joining late in the year (e.g. September) would get remaining year free of charge, would get next full year of magazine and the 3 months grace period next year. Comment that members don’t have to pay for magazine. HV added that Magazine Editor was working very hard over GDPR component to close magazine to members only.

Comment made that this meeting has been most informative and interesting National Section meeting attended by member and thanks given to officials leading meeting.

Meeting closed at 18.58.

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