The Meeting was reconvened and called to order by President John Jones.

Present:
- Troy Veal
- Joe Mueller
- Scott Wetzel
- Coni Ross
- Tina Owens
- Ann Giardini
- Rhonda Edens

Absent:
- Brian Faris
- Chris Shaffett
- John Morrow
- Sara Davis
- Doug Widener
- Barry Watts
- Peggy Taylor

Staff:
- Sherrie Cook, ABGA Accounting Supervisor
- Julie Eikenbary, ABGA Registration Supervisor

Guests:
- Mike Tynes
- David Edens
- Don Johnson
- Jack Mauldin

AGENDA:

I. Approval of Minutes:
   Troy Veal moved to approve the minutes of the July 22, 2008, conference call meeting of the Board of Directors. Ann Giardini second

   Voice Vote  MOTION PASSED

II. Policy of Posting Minutes:
   The Board directed President Jones to post a summary review of the BOD agenda work on the ABGA web site within a few days of the conclusion of such BOD meeting as the Board felt the official minutes required BOD approval prior to posting.

III. Advertising for the two positions open with ABGA will state job availability and “apply to” contact information.

IV. Sara Davis moved to adopt the job descriptions as corrected and presented.
   John Morrow second.

   Voice Vote  MOTION PASSED
   The following job description for the position of ABGA Office Manager was approved:

Position: Office Manager
- American Boer Goat Association
- San Angelo, Texas

Position Available: Immediately
Salary: Total compensation from $35,000.00

Job Description: This position will...
   (a) answer to the ABGA Board of Directors through the President
   (b) maintain all records as required by the governing laws of the State of Texas
and the association bylaws. Specifically, those pertaining to nonprofit, agricultural entities
(c) be responsible for the personnel within the ABGA office and their duties, such as hiring, counseling, discipline, rewarding, and firing of office staff and employees.

• require strict attention to the details of registrations. Any issues in this area should be directed to the Executive Committee
• this position must have a detailed knowledge of all ABGA programs
• attend any meetings of the ABGA Board and Executive Committee when requested, and will communicate with the Board’s president on a regular basis
• assist in the preparation of meeting agendas and be responsible for ensuring that all necessary data and information is provided to the ABGA Board in a timely fashion
• make necessary arrangements for all ABGA Board and committee meetings whether face-to-face or teleconference
• be responsible for vendor coordination and banking relationships
• be responsible for the development and maintenance of office policy and procedures.

(d) oversee daily operations of the ABGA office such as direction, delegation, instruction, education, and supervision. Conduct annual employee evaluations
(e) oversee and develop payroll, monthly financial reports, year-end statements, annual budget proposals, accounts payable and receivable, and year-end audit
(f) need knowledge of the association’s current investments and the date of their maturity

Qualifications required:
1. One to two years related experience and/or training or equivalent combination of education and experience
2. Effective communication skills, both written and verbal
3. Proficiency in Microsoft platform and Quickbooks

Qualifications preferred:
1. Bachelor degree from a four year college or university
2. In-depth knowledge and experience with office management

The following job description for the position of ABGA Director of Marketing and Development was approved by the Board:

Position: ABGA Director of Marketing and Development
American Boer Goat Association
Headquartered in San Angelo, Texas
No relocation is required
Position available: Immediately
Salary: Total compensation from $60,000.00

Job description: This position will…

• act as a representative of the ABGA at the direction of the ABGA Board through the President
• be responsible for the development of new ideas encompassing marketing and promotion of the ABGA and the Boer goat within the landscape of national and worldwide agriculture, coupled with the ideas and direction of the ABGA Board.
• represent the ABGA at any and all ABGA or industry-related events
• have a working knowledge of ABGA programs and be responsible for continued marketing of ABGA services to its current membership and work to promote these
services with marketing the association and its services to those outside the association’s membership.

- be responsible for carrying out the direction of the ABGA Board and will attend any meetings of the ABGA Board of Directors and Executive Committee when requested and will communicate with the Board’s president on a regular basis
- be available to serve on industry related committees, communicate with industry-related groups such as USDA, American Goat Federation, and other groups or individuals
- interact and communicate with other goat registries
- interact with other agriculturally-oriented portions of the industry
- assist in the development of proposals for research projects that will benefit the ABGA and goat industry
- require the development and submission of a budget appropriate to any job-related or project-related expense
- prepare, in coordination with the ABGA Board, an annual and long-term strategic plan
- prepare periodic reports on the progress of the strategic plan implementation

Qualifications required:
1. Bachelor degree from a four-year college or university and one to two years related experience
2. Effective oral and written communication skills
3. Experience in the production and/or management of livestock
4. Proficiency with Microsoft platform

Qualifications preferred:
1. In-depth knowledge and practical experience with goat production

V. Youth Director:
Due to the resignation of Katy Harrell as Youth Director of ABGA, the Board will begin a search for a new JABGA Youth Director. In the interim, Rhonda Edens will head the Youth Committee and will field all questions to and in regard with the JABGA.

VI. E-mail Blast and E-mail newsletter:
Sara Davis and Brian Faris, in consultation with Sherrie Cook, will handle this area in the interim prior to the hiring of an ABGA Director of Marketing and Development.

VII. Spotlight Section for the E-Mail:
Barry Watts suggested a Board “spotlight” section for the e-mail blast to report such items as resignations or any other pertinent information.

VIII. Policies for ABGA Board of Directors meetings and Executive Committee meetings:

Peggy Taylor moved to adopt the following policies for the ABGA BOD meeting dates and the Executive Committee meeting dates. Sara Davis second.

Voice Vote  MOTION PASSED

1. ABGA BOD Meeting Policy

Policy number---08-08-02-3
Policy name---Board of Directors Meeting Schedule
Date Implemented---August 2, 2008
The ABGA BOD shall meet for the purpose of conducting the business of the Association of the first Tuesday of each month. These meetings shall commence at 7:00 PM Central Time. Exception to this policy may be observed in months during which the ABGA BOD meets in a face-to-face capacity at a different time but during the same month. Adjustment may also be made when there is a conflict with a nationally recognized holiday.

2. ABGA Executive Committee Meeting Policy

Policy number—08-08-02-4
Policy name—Executive Committee Meeting Schedule
Date implemented—August 2, 2008

The ABGA Executive Committee may meet for the purpose of conducting its business on the third Tuesday of each month. These meetings shall commence at 7:00 PM Central Time. Exception to this policy may be observed in months during which the ABGA Executive Committee meets in a face-to-face capacity at a different time but during the same month. Adjustment may also be made when there is a conflict with a nationally recognized holiday. Emergency meetings of this committee may be called as necessary.

IX. The Board issued a directive to Ann Giardini and Brian Faris to draft a general “Code of Conduct and Ethics”. The BOD has requested this draft document meet the “10 day deadline” for the agenda of the next BOD meeting.

X. ABGA Year End Financial Audit for 2007
The Board reviewed and approved the 2007 Year End Audit for ABGA and extended its appreciation to Sherrie Cook for her excellent work in accounting.

XI. JABGA Account:
The Board directed Ann Giardini, Sherrie Cook, and Rhonda Edens to review the JABGA account to see if investment of a portion of that account could safely earn a return for the JABGA.

XII. Review of the January through June 2008 Financials for ABGA:
The board reviewed the January through June 2008 financial statement with discussion on areas in which savings might be achieved.

XIII. Revised Rule M Document:
The Rule M document containing proposed additions and clarifications was presented to the BOD by President Jones. The additions and clarifications were formulated by a committee of President Jones, Peggy Taylor, and Vicky Wetzel.

Brian Faris moved to adopt the revised Rule M document as presented.
Sara Davis second.

Voice Vote MOTION PASSED

NOTE: This revised document will be available by special link on the ABGA web site in the short term and then in the General Rules and Regulations area of the web site long term.

XIV. ABGA Committees for 2008/2009
The Board was called into executive session to discuss the formation of Committees for 2008/2009.
The Board reconvened into open session.

Troy Veal moved to approve the committees as presented, contingent upon each member accepting the committee position. John Morrow seconded the motion.

Voice Vote  **MOTION PASSED**

Committees for 2008/2009 will be as follows:

1. Judges Oversight and Continuing Education Committee  
   Peggy Taylor, Chairperson  
   Sherrie Watkins  Terry Burks  
   Don Johnson  Robin Walters  
   Gary Reynolds

2. Genetic Improvement Committee  
   Joe Mueller, Chairperson  
   David Gilliam  Beth Walker  
   Linda Merrell  Jessica Kinslow

3. By-Laws Review Committee  
   Sara Davis, Chairperson  
   Troy Veal, Co-Chair  Kurt Dearing  
   John Edwards  Tracy Difenbach

4. Junior/Youth Committee  
   Rhonda Edens, Chairperson  
   Julie Jordan  Sherri Stephens  
   Jessie Cornelious  Joetta Boyd  
   Chris Shallberger  Jennifer Hawthorn

5. Ennoblement Committee  
   Doug Widener, Chairperson  
   Mark Berry  Terry Taylor  
   Dennie Clark  David Edens

6. Breed Standards Committee  
   Coni Ross, Chairperson  
   Rebecca Cogswell  Rita Miller

7. National Show Site Selection Committee  
   Scott Wetzel, Chairperson  
   Mike Cothan  Leaghann Webb  
   Paul Kinslow  Lacy Dean  
   McKinley Rogers

8. National Show Committee  
   Chris Shaffett, Chairperson  
   Reggie Pillians  Kallie York  
   Mark Watkins  Earl Owens  
   Warren Cude  G. Victoria Pardee-Hixson

9. Sanction Show Committee  
   Tina Owens, Chairperson  
   Vicky Wetzel  Jan Smith  
   Lance Ward  Terry Brown
10. Finance Committee
   Ann Giardini, Chairperson
   Robert Gonzales    Jamie Mitchell
   David Carter       Susan Darrow

11. Magazine Committee
   Sara Davis, Chairperson
   Luke Vickery       Lisa Wolters
   Patricia Parsons   Brian Faris
   Nanette Walker     Kristi Mullins

12. Education Committee
    Brian Faris, Chairperson
    Donna Winborn      Jan Carlson

13. Membership and Affiliates Committee
    John Morrow, Chairperson
    Coni Ross          Gaylene Carson
    Eileen Lamm        Johnan Thompson

Further Committees may be formed and filled as necessary through out the year.

XV. Review of the ABGA Rules and Regulations:
President Jones assigned each director a section of the current ABGA Rules and Regulations to review. Each director is to look for points of conflict or lack of clarity in a particular section and report back to the Board these areas with recommended clarifications, amendments, or changes.

Section A, Tina Owens            Section B, Troy Veal
Section C, Brian Faris           Section D, Scott Wetzel
Section E, Joe Mueller           Section F, Peggy Taylor
Section G, Doug Widener          Section H, Chris Shaffett
Section I, John Morrow           Section J, Rhonda Edens
Section K, Coni Ross             Section L, Barry Watts

XVI. Registration Rule Recommendation
The Executive Committee after being presented with several instances of kids being presented for registration which were reportedly sired by buck kids outside the industry accepted age for successful breeding recommended the following rule by adopted:

“Effective August 2, 2008, ABGA will not accept for registration kids that are sired by a buck or produced by a doe that is less than 90 days of age at the time of conception of the kids without DNA parentage verification of the kids being submitted.”

Barry watts moved to approve the Executive Committee rule recommendation. Doug Widener second.

Voice Vote    MOTION PASSED

XVII. Traditional – Non Traditional Ennoblement Programs
Due to expressed interest among the membership in combining these two programs and since all the animals are required to compete equally with one another, the feeling is that points should count toward either parent regardless of color. The Board, recognizing that some breeders have centered breeding
programs around the Non-Traditional Ennoblement, determined a need for membership input prior to any decision being made on this issue and toward that effort the following action was taken….

The Board directed President Jones to place on the ABGA web site and in the ABGA magazine a request for membership comment on merging the Traditional and Non-Traditional classes of Ennoblement under one title of “Ennoblement” in which color plays no part in awarding of points earned.

XVIII. Request to Major Shows
President Jones presented a draft of a letter to be sent to the “Major” livestock shows which host an ABGA sanctioned Boer goat show requesting that they adjust their show classes to meet the ABGA standardized class schedule in order that the points earned in these shows by ABGA Boer goats are more fairly awarded.

Coni Ross moved to approve sending the letter. Chris Shaffett second.

Voice Vote  MOTION PASSED

XIX. Magazine
The Board directed the Magazine Committee to pursue reviewing the ABGA magazine and meet with the editor in order to see what cost cutting adjustment areas can be found.

XX. Office and Storage Space
1. The Board directed the office staff to obtain a bid for scanning and archiving retained documents and records dated from 1994 to about 1999 in order to preserve their historical value and to clear out boxes of stored paper documents.

2. The Board determined a need to begin a search for a larger better designed office facility for a possible future move. Julie Eikenbary and Ann Giardini will coordinate on this search.

XXI. Registration Certificates
The Board directed the office to obtain cost data for the proposed new registration certificates which allow display of transfer of ownership and performance data as well as a picture of the animal if desired by the owner. This cost data is to be brought back to the Board.

XXII. ABGA On-Line
The Board had discussion surrounding the issue of separating the ABGA On-Line registration service from the On-Line pedigree research service, thereby allowing the On-Line registration as a free service to the membership with the view of discontinuing the old on-line registration program which has some problems.

XXIII. Education
The Board discussed support for education…..how and at what cost…including proposed development of a DVD program..

XXIV. National Convention
The Board discussed the possibility of holding an ABGA National Convention. The cost being a major factor and what shape a diversified agenda for such a convention would take. Ann Giradini will head up research into the necessary cost and a projected target date should the idea prove viable.
XXV. Office Phone System
   The Board reviewed the proposal for a future expanded phone service for the Office.

   The Board recessed its meeting until 8 AM August 3, 2008.