

American Boer Goat Association  
Board of Directors

Biannual Face-to-Face Meeting in Grapevine DFW, TX  
Day 1  
July 14-15, 2023  
Meeting Began at 8:02 AM CST

The meeting was called to order by President Ken Baty R-2

A. Roll Call

Directors Present:

Rosalinda Vizina R-1

Ken Baty R-2

Leah Maertens R-3

Kevin Richmond R-4

Mike Reis R-5

Lauren Green R-6

Gage Taylor R-7

Katherine Klug R-7

Sam Knott R-8

Kim Morgan R-9

Kim Veal R-10

Chuck Fitzwater R-12

Brad Mackey R-13

Cameron Drew R-14

Directors Absent Amy Scharmer R-11

Staff Present: Office Manager Brenda McCary, Hannah Jenkins

Members Present: Brenda Fitzwater, Dr. Virginia Bassford, Erin Richmond, Drew Williams, Allyson Blair

*Leah Maertens Moves to approve the Board of Directors Special Meeting via Zoom Call July, 6, 2023. Gage Taylor sec. Voice Vote. 10 Yes - 4 Abstain. Motion Passes*

Amy Scharmer resigns from the Board of Director due to moving out of region via email.  
President Ken Baty accepts the resignation

## **Treasurer's Report**

Financial Report – January – June 2023

Where we've been

-2022 P&L for ABGA delivered a Net loss of \$60,000

-2021 P&L for ABGA delivered a Net loss of \$275,000

What we did for 2023 Budget in December

-Adopted a conservative approach on income generation line items

-forecasted a reduction in membership, registrations, and transfers

-reduced income by 7-8%

-Cut expenses in any appropriate areas we could find

-face to face meeting, national show, ribbon packets, to name a few

- Standardized some processing fees and developed consistency within fee for services: flush processing fees
- Emphasized the importance of sponsorships, fund raising, and donations to help cover expenses

#### 2023 – First 6 months

- Operating costs are tracking down 10% compared to 2022
- Membership income is off (but expected and budget reflects)
  - o 2022 vs 2023 Jr members – net loss of 3 individuals
  - o 2022 vs 2023 Adult memberships – off by 8%
    - COVID hangover- we are returning to membership levels prior to the pandemic

#### National Show

- Transitional year from historical losses to a self-funding success
- 2022 National Show Expenses – \$241,872
- 2023 National Show Expenses 308,220
- 2022 National Show Net Income – (-\$16,000)
- 2023 National Show Net Income positive \$56,000 - concerted effort in sponsorships and fundraising allowed us to raise \$150,000 in supported fund to cover costs, expenses, and experiences

#### First 6 months of 2023 – How is the budget performing

- Jan-June 2022 – We had a net profit of \$207,399
- Jan – June 2023 we have a net profit \$317,040
- Net improvement YOY is \$110,000 for first half performance
  - o How did we end up with a loss in 2022?
    - Traditionally income from membership, registrations, and transfers slow during the second half of the year
    - Boosts in income – iCompete capabilities, DNA enhancements
    - Better stewardship of investment funds = investment strategy

*Leah Maertens makes a motion to accept the treasurer's report. Kevin Richmond sec. Voice Vote. Unanimous. Motion Passes*

### **2023-2023 Officer Elections**

#### President Nominations

Kim Morgan nominates Kevin Richmond

Lauren Green nominates Mike Reis

Gage Taylor moves to cease nominations. Leah Maertens seconds.

#### Vote Results

Kevin Richmond – 12 Votes

Mike Reis – 2 Votes

*Kevin Richmond elected President of the ABGA Board of Directors*

#### Vice President Nominations

Leah Maertens nominates Rosalinda Vizina

Chuck Fitzwater nominates Mike Reis

Kim Morgan nominates Ken Baty

Gage Taylor moves to cease nominations. Leah Maertens seconds

All 3 accept nominations

#### Vote Results

Rosalinda Vinzina - 4

Mike Reis - 3

Ken Baty – 7

*Ken Baty elected as Vice President of the ABGA Board of Directors*

#### Secretary Nomination

Leah Maertens nominates Katherine Klug

Gage Taylor moves to cease nominations. Leah seconds.

Voice Vote. Unanimous

*Katherine Klug elected Secretary of the ABGA Board of Directors*

#### Treasurer Nomination

Leah Maertens nominates Sam Knott.

Gage Taylor moves to cease nominations. Leah seconds.

Voice Vote. Unanimous

*Sam Knott elected as Treasurer of the ABGA Board of Directors*

#### EC Nomination

Brad Mackey

Mike Reis

Chuck Fitzwater

Kim Morgan

Sam Knott

Rosalinda Vizina

Katherine Klug

#### Vote Results

Brad Mackey - 8

Mike Reis - 10

Chuck Fitzwater - 8

Kim Morgan – 10

Sam Knott - 14

Rosalinda Vizina - 6

Katherine Klug – 12

Chuck Fitzwater withdraws nomination from Executive Committee

*Mike Reis makes a motion to accept Sam Knott, Katherine Klug, Kim Morgan, Mike Reis, and Brad Mackey to the Executive Committee. Rosalinda Vizina sec. Voice Vote. Unanimous. Motion Passes.*

American Goat Federation Board Position Opening  
Leah Maertens nominates Gage Taylor  
Lauren Green nominates Brad Mackey  
Brad Mackey declines nomination  
Voice Vote. Unanimous

*Gage Taylor elected as the ABGA Seat on American Goat Federation Board of Directors.*

**Organizational Health – Dr. Virginia Bassford - ABGA member**

- Presentation and discussion on organizational health, conflict resolution, communication, and organizational anxiety

Kim Morgan makes a motion for a 5-minute recess at 10:10 AM CST. Sam Knott sec. Voice Vote. Unanimous

Kevin Richmond calls the meeting to order at 10:20 AM CST

**Meeting with JABGA Board of Directors**

Age Division changes

Current

Junior 4-8 years  
Intermediate 9-13 years  
Senior 14-18

Proposed

Novice 4-7 years  
Junior 8-12 years  
Intermediate 13-16 Years old  
Senior 17-21 years

*Katherine Klug makes a motion to accept the proposed age divisions. Mike Reis sec. Voice Vote. Unanimous Vote. Motion Passes.*

Age for the Board

Current – 14-18 years as of January 1<sup>st</sup>.

Proposed 16-21 years old as of January 1<sup>st</sup> of the election year

*Ken Baty moves to make the motion to accept the proposed age change for the Junior Board of Directors. Mike Reis sec. Voice Vote. Unanimous. Motion passes.*

## Implement Date for Age Change

JABGA BOD proposes that the Age Change be implemented on September 1<sup>st</sup> so it would be effective for the start of the 2023-2024 Regional Show Series and all JABGA shows.

*Leah Maertens makes a motion to implement the Age Change Proposal to go into effect September 1<sup>st</sup> for the start of the 2023-2024 Regional Show Series and all JABGA shows. Gage Taylor sec. Voice Vote. Unanimous. Motion passes.*

## Speech Topics – proposed by the JABGA Board of Directors

### Novice

Regionals: What is your favorite part about showing goats?

Nationals: What should you do in the show ring?

### Junior

Regionals: What is the importance of building a bond with your show goat?

Nationals: How do you decide what buck to breed your does to?

### Intermediate:

Regionals: How can barn/pen construction affect your animals?

Nationals: Why/ Why not is record keeping important for the care of your herd?

### Senior

Regionals: What is the importance of a balanced feeding program for your herd?

Nationals: Pick a biosecurity issue and how would you overcome it in your herd.

*Gage Taylor made the motion to accept the Speech Topics for the Regional and National Shows. Leah Maertens sec. Voice Vote. Unanimous. Motion passes.*

## Heeler Rule

### Heeler Rule

JABGA members are allowed to have a heeler in the class and the heeler may independently lead and/or hold the animal. The heeler is not allowed to touch legs or assist in leg placement. The heeler must be a current JABGA member. JABGA members with physical or mental disabilities are allowed a heeler and reasonable accommodation can be provided. Documentation needs to be provided to the Youth Coordinator (and in absence of the Youth Coordinator, the ABGA Board President), at least 72 hours prior to the show.

*Gage Taylor makes the motion to accept the Revised Heeler Rule Proposal. Leah Maertens sec. Voice Vote. Unanimous.*

### Heelers in Showmanship

No heelers are allowed in Sanctioned Showmanship classes. JABGA members with physical or mental disabilities are allowed a heeler and reasonable accommodation can be provided. Documentation needs to be provided to the Youth Coordinator (and in absence of the Youth Coordinator, the ABGA Board President), at least 72 hours prior to the show.

Discussion: Except for the Novice Age Division. Heeler for the Novice Age Division will follow the Heeler Rule. Are we pinpointing those with disabilities? How do we move forward? Currently no rule around showmanship.

Heeler Rule for Showmanship tabled for further discussion.

### **Investment Policy Statement**

-ABGA has been operating since its start without a clearly defined financial strategy and investment policy

-ABGA presently has \$1.4 million in Investment Funds

-These came from founding members = 1 year's operational funding

-Over the last 12 months we have consolidated all of our banking accounts, CD's and brought them to our bank in San Angelo for better oversight, management, and accountability

-These are not handled as "wealth generation" funds but rather conservative growth funds to better the future of ABGA in accordance with non-profit guidelines with the IRS and state of Texas

-Three main objectives

1. Handle ABGA's current and future funds in a morally responsible manner with oversight and accountability
2. Maximize the financial returns over the long-term while minimizing our calculated risks for immediate and extended benefits.
3. Our Strategy and Actions must remain true to our Mission Statement and the Education and Development of our youth

-ABGA will seek the guidance of trusted advisors and empower them to help us manage these investment funds: Money Market Accounts, Stocks, and Bonds to be diversified

-ABGA is not in a unique position: Most non-profits, including other livestock associations have substantial investments from gifts/donations and solid financial performances

-History: In April 2023 we moved a large portion of the 1.4 million into Money Market Accounts with FFT. Our account has been earning a 5% APR on it since.

-Suggested plan for funds:

Keep 20% as readily available cash in the money market funds

Put 20-25% in stocks

Remaining balance of 60% in long-term savings bonds

-We must be forward thinking and forward planning to find areas to invest into ourselves

-DNA for the betterment of the breed for the showman and the commercial breeder = \$100,000

-A formal and legal document must be established based upon these criteria and the intent of the ABGA

*Ken Baty makes the motion to move forward with the Investment Policy Statement. Chuck Fitzwater sec. Voice Vote. Unanimous. Motion Passes.*

## **Strategic Planning**

-Strategic Plan = What is it and why does the ABGA need one?

-Document and presentation that outlines any company or association's goals and how they plan to achieve them

-It should include our mission statement and vision for the future

-Clearly defines ABGA short-term and long-term objectives: typically, a 5-year plan

-An Action plan on how to achieve our plan

-Keeps us focused and aligned month after, year after year, election cycle after election cycle, and constant changes on committees

-When properly established and consistently executed upon it will drive positive change, growth, and alignment through the association.

-A Strong plan will help us formulated strategies with logical approach systems or policy-based philosophy rather than emotions or the ever-shifting popular opinions of the day

-Improved and consistent communication within our association – Leadership, Office, and Membership = all speaking the same thing and moving in the same direction

-Goal setting allows us to track how we are progressing and to act when/where needed to assure we can hit our goals

Team brainstorming for Strategic Plan

Team 1

DNA Predictability

Hire an EC

Meeting Commercial Needs  
Member Benefits

Team 2

Membership  
    Cut loss by half each year  
    New growth by 5% each year  
Develop and Grow Youth  
    Increase engagement by 10% each year  
    Education and Leadership Development  
Genetic Improvement  
    Implementation of the New Program  
Develop and Retain Talent  
    Staff  
Member Benefits  
    New Program and Added value each year  
Brand Recognition  
    Consumer  
    Industry

Team 3

Branded Product  
    Consumer Awareness – Certified Boer Goat Meat  
Check Off  
    Value of Goat Meat  
Perception of Goat Meat  
    Pet vs Production Animal  
Research  
Unified Membership

Suggestion of a committee for Strategic Planning

Leah Maertens makes a motion to break for lunch at 12:21 PM CST. Sam Knott sec.

Kevin Richmond calls the meeting to order at 1:20 PM CST.

## **Member Agenda Items**

Member Services Beyond the Ring  
- What's My Membership Fee Really Worth?

*Lauren Green makes the motion for the Member Services Committee to develop programs for members beyond the show ring. Mike Reis sec. Voice Vote. Unanimous. Motion Passes*



## Breed Standard

Judges following Breed Standards  
Remove the wording HORNED from the REG PAPERS & Replace with Teat  
Structure & use the chart number  
Buck Teat Structure  
Percentage Standards

*Ken Baty makes the motion to move these concerns to the Breed Standard Committee. Katherine Klug sec. Voice Vote. Unanimous. Motion Passes*

## Judges

Continuing Education  
Linear Appraisal Program  
Breakdown of breed standards

*Katherine Klug makes the motion for the Judges Committee to make a Continuing Education Plan. Leah Maertens sec. Voice Vote. Unanimous*

*Ken Baty makes the motion of Linear Appraisal Program and Breakdown of Breed Standards to the Judges Committee. Mike Reis sec. Voice Vote. Unanimous*

## Rules

900 Rule  
Remove Sire of Merit Program  
Sire should be registered

*Katherine Klug makes the motion to move these member concerns to the Rules & Regulation Committee. Kim Morgan sec. Voice Vote. Unanimous.*

## Shows

Aging – Go to weight under a year  
% Bucks to show  
250 Mile Rule  
South African Style Class  
  
Discussion on 250 Mile Rule – No action taken  
Discussion on South African Style Class – No action taken  
Discussion on % Buck Class

*Mike Reis makes the motion to send weights to break classes for under 1 year old to Sanction Show Committee. Leah Maertens sec. Voice Vote. Unanimous*

## Youth

Minimum Age to 8

Discussion – JABGA Board brought new age groups that we accepted earlier.

#### Education

Board Member Budget for putting on Education Events

Discussion – Education in a box, webinar series

*Lauren Green makes the motion for the Member Education Committee to develop a proposal for regional education programs. Sam Knott sec. Voice Vote. Unanimous*

#### Breed Up/ Purebred

*Sam Knott moves to create a special committee to work on a Breed-Up Committee and comes with a proposal within 60 days. Gage Taylor sec. Unanimous Vote. Motion Passes*

Committee members:

Sam Knott

Katherine Klug

Rosalinda Vizina

Mike Reis

Cameron Drew

#### DNA

DNA will be covered in tomorrow's agenda. No action taken.

#### Office

iCompete

Doesn't want to pay extra for mail in fee while iCompete is down – BOD handled previously

iCompete to show staff prior to going live

Folding Registration Paper

More Characters for Naming Goats – software capability limits the character numbers

Ennoblement Papers looked different this year – better paper

Ennoblements to announce at Town Hall

#### Nationals

Wash racks crowded

Not enough unloading

Panels were unsafe

Inadequate banquet

Gage – brought forward member concerns

Do away with Sire of Merit

Take away purebreds  
Allow 96+% bucks to show  
Remove HORNED from papers replace with teat structure

Leah brought forward member concerns regarding the 2023 National Show  
Dust in the show ring  
Smell in barn  
Wash rack  
Ringside Tables  
Buck Walls – tables in front of buck wall made it hard

Chuck Fitzwater makes the motion for a 5-minute break at 2:44 pm. Ken Baty sec.

Kevin Richmond calls the meeting back to order at 2:55 pm.

Lauren Green brings forward unethical treatment of animals at shows brought up by a member

Discussion: At the National Show, it was brought to the attention of the Board that there was rough handling of animals during the 1<sup>st</sup> day of the show. Action was immediately taken. Announcements were made in show ring and in the barn that rough handling would not be tolerated. Any exhibitor that failed to comply with the announcement would be removed from the facility. Ethical treatment of animals is being added to the Code of Ethics for general membership.

## **By-Laws/Rules/Regulation**

What day are transfers recognized?

Discussion: Animal sold at auction on a specific date but then is shown in a junior or bred and owned show. Does the ABGA police that? Date on the back of the certificate? Current policy for the ABGA is the date of transfer is the date listed on the back of the certificate or on the online transfer form.

Code of Ethics

Update the Code of Ethics for membership –

Added

- Adheres to the professional standards of the American Boer Goat Association
- Ensures the welfare of the Boer Goat is of the greatest importance and that animals will be treated humanely at all times

- Treats all members with respect, courtesy, consideration, and compassion. Avoids insults, name calling, or use of offensive language that is likely to hurt, offend, or set a bad example for the American Boer Goat Association
- To handle our communications, (including those through social media), operations or business transactions in a manner that promotes a positive image for the American Boer Goat Association
- Provide accurate reporting of pedigree by members to the association.

#### Removed

- Any form of participation by an ABGA registered goat, or a member/non-member with a person banned from participation at ABGA sanctioned events is considered a violation of, and punishable under the Code of Ethics. Participation is defined as, but not limited to: clipping washing, feeding, leading, transporting, present on premises, medicating, trimming feet, coaching, photographing, etc.

#### Discussion: Removal of the banned member section

Ken Baty makes the motion to go into Executive Session at 3:33 PM CST. Mike Reis sec.

Leah Maertens makes the motion to come out Executive Session at 4:37 PM CST. Gage Taylor sec.

*Cameron Drew makes the motion to approve the Code of Ethics brought forward by the Rules and Regulation Committee. Brad Mackey sec. Voice Vote. Unanimous. Motion Passes.*

*Mike Reis moves the motion to implement the rule "If denial or revocation of show privileges includes denial of access or presence on show grounds, the person shall refrain from entry or presence on show grounds of any ABGA approved show grounds during the term of his or her suspension or ban. Failure to comply with such restriction may result in (1) further disciplinary action against such person and (2) disqualification of exhibitors and goats that such person helped prepare for the show or assisted at the show." into all rules that it could pertain to. Ken Baty sec. Roll Call Vote - Yes – Chuck Fitzwater, Brad Mackey, Cameron Drew, Leah Maertens, Gage Taylor, Sam Knott, Ken Baty, Katherine Klug, Mike Reis, Kim Morgan, Rosalinda Vizina, Lauren Green, Kim Veal*

#### **DNA update**

Discussion: Beta Test has been sent to NeoGen. Expecting results from that test to come back in the next week or so. Then going to the next phase. UC Davis contract was extended for 1 year to allow for transition.

Mike Reis makes the motion to adjourn at 4:49 PM CST. Brad Mackey sec. Voice Vote. Unanimous.

