

American Boer Goat Association

Board of Directors

Board Meeting via Zoom

October 10, 2023

Meeting began at 7:00 CST.

Roll Call-Directors Present

Ken Baty-R1

Leah Maertens-R3

Lauren Green-R6

Sam Knott-R8

Gage Taylor-R7

Mike Reis-R5

Rosalinda Vizina-R1

Kim Morgan-R9

Kim Veal-R10

Dan Elliott-R11

Chuck Fitzwater- R12

Brad Mackey-R13

Casey McClain-R7

Directors Absent:

Cameron Drew –R14

Staff Present- Katherine Klug

Cameron Drew notified President, Kevin Richmond via text that she would be stepping down as Secretary.

Approval of the Agenda

Ken Baty makes the motion to approve the October Board Member Agenda. Lauren Green sec. Voice vote: Unanimous. Motion Passes

Approval of the Prior Minutes

Kim Morgan makes the motion to approve the September Board Meeting Minutes. Lauren Green sec. Voice vote: Unanimous.

Secretary Appointment

Sam Knott makes the motion to appoint Kim Morgan as secretary. Ken Baty sec. Voice Vote. Unanimous. Motion passes

FINANCE: TREASURERS REPORT

Financials through September-Expenses continue to track at or below our fiscal budget for 2023.

Income Presentation

1. Memberships at the end of September sits at 8025. We added 154 members in September.
 - a. Adult and Junior renewal memberships are tracking on plan for our 2023 budget.
 - b. Brand new memberships for Adults and Juniors are lagging behind plan for 2023.
 - c. As a whole we will continue to see additional memberships during the last 3 months of 2023, trending toward "pre-covid" membership levels.
2. Actions taken by the ABGA Board and Finance Committee to ensure we are stewarding our association's balance sheet and investment funds.
 - a. In July of 2022, the ABGA Board met with our banker in San Angelo Texas (First Financial Bank)
 1. We were presented with several options to steward our investment funds better for the association. The board agreed to have the Finance Committee proceed with more research and develop a formal investment plan.
 - b. In the Fall of 2022, the current Executive Director at that time and the Finance Committee had a zoom call with First Financial Bank to learn more about their services and portfolio investment options that they recommended for us.
 - c. In the Fall of 2022, ABGA successfully consolidated all of our banking accounts and bonds from various institutions from around the country.
 1. For the first time in a number of years ABGA was able to manage all funds and accounts and have direct management for all of our accounts.
 - d. During the face-to-face meeting in December of 2022, the Board took corrective measures to balance our 2023 budget (cutting costs and balancing some income generation line items within our budget)
 - e. During Winter of 2022 and Spring of 2023, the Finance team continued to work on an official investment Plan for ABGA.
 - f. At the face-to-face meeting in July of 2023, a formal investment plan was presented to the entire board of directors and a conservative and fiscally responsible strategy was voted upon and approved by the board. Our investment plan aligns with our ABGA mission statement and is consistent with the intent of improving our association.
 - g. In August of 2023 we started a three month transition phase to move our funding over the new investment portfolio of conservative and low risk stable stocks and bonds

Discussion– Has to do with all the funds being at one bank. Diversifying funds
We have stocks and bonds outside of the bank in the event the bank goes under.

Ken Baty makes the motion to accept the Finance Report. Rosalinda Vizina sec. Voice Vote. Unanimous Motion Passes.

OFFICE UPDATE

iCompete- System was not fully functional when ILR stopped support. 30 years of data in different places and folders did not cleanly transfer. In addition, ILR did not provide reference or learning material on how to use iCompete. Everything has been learned through trial and error. They are looking into each issue and tracking down the root cause to correct. Staff and member tasks were not functional. Katherine Klug since August has created a path on how to move forward. This path includes Functionality, User Friendly platform, Newbie Proof, Member and Staff education, and content for marketing and website use.

Current Status of iCompete-Almost all tasks are functional. There are three minor problems before member generated registrations can be immediately released without staff validation. Those issues include:

- 1) Sold bred does not populating with correct breeder/owner.
- 2) Embryos are not always populating with the correct breeder/owner.
- 3) Offspring from Service Memo not populating with current breeder/owner.

Show Results within iCompete-Show results are now fully functional with the ability to update points with our current point rules. Division and Overalls require edits. They are currently working on the backlog of show results into the system. There is an issue with some show results being entered into the blue screen after the iCompete transfer. They are only showing on blue screen and not iCompete. Once the backlogs are brought current, they will work through moving those results in and check for data inconsistencies.

Future Tasks for iCompete Project

- 1) Testing new member application to allow new members to join the Association via iCompete.
- 2) Shows-Need to get age validation working. Then they will move onto the affiliate side.
- 3) Registrations-Finish last few bugs to allow for automatic validation.
- 4) Shows-Verify older shows and results.
- 5) Herdbook-Creating a more user-friendly environment.
- 6) Layout and User-friendly Updates.

Discussion-Where to find show results? Individual show results can be found at abga.icompete.net/studbook. Look up the animal and show results are under the show results tab. Full show results can be found under the calendar of their iCompete homepage. They have to go to the date of the show and click on the show.

Question-How to make sure staff can't edit animals behind the scenes – On the staff side, we have audits and diaries on who and what has been updated. Can see who, when, and what was done. We can run reports on staff audits. Can have more individualized reports developed as well.

Office Manager Update- The candidate that was previously offered the Office Manager position did not accept the position and KK has been working through interviews. KK has been given the authority to hire the office manager if she finds one that will be a good fit for the ABGA office.

Office Process Update- KK is currently working with staff to update the workflow within the office. ILR was a work order-based system while iCompete is not. They are working on the redesigning of the workflow to best fit the staff. In addition, developing an online workflow tracking system.

Bigger Updates in process-

- 1) Utilization of Square for in-house invoicing for completion of work eliminating the process of calling the member for payment. This allows for members to pay on their timeline, reminders can be sent, lower credit card fees, and less risk for the association with manually inputting, and holding cc information.
- 2) RFI staff member-to manage problems with in-house registrations.
- 3) The purchase of a paper folding machine has helped us to better utilize staff.

Visual Inspection Forms – Updated form design to better align with other award certificates and to work automatically with iCompete system.

Chuck Fitzwater made the motion to approve the new Visual Inspection certificate. Mike Reis sec. Voice Vote. Unanimous. Motion passes

December Face to Face Meeting

Thursday Nov 30 – Sunday December 3

Meeting Friday and Saturday Atlanta Airport Marriot

4711 Best Rd, Atlanta, Ga 30337

Leah Maertens makes the motion to have a Face to Face in Atlanta. Lauren Green sec. Roll call vote. Ken Baty – no, Kim Morgan – no, Casey McClain – abstain, Mike Reis – no, Sam Knott – yes, Kim Veal – yes, Rosalinda Vizina – yes, Lauren Green -yes, Brad Mackey – yes, Chuck Fitzwater – yes, Gage Taylor – yes, Leah Maertens – yes, Dan Elliot – no - Motion passes.

Award Applications-Compete does not automatically award animals for Doe of Excellence and Sire of Merit. Application process and forms similar to current Ennoblement forms.

Lauren Green makes the motion to create Sire of Merit and Doe of Excellence forms similar to Ennoblement awards. Kim Morgan sec. Voice Vote. Unanimous. Motion Passes

DNA-Implementation of the switch to Neogen- Office is working on hard date to release to membership on 1/1/2024. They are in the process of developing protocols for staff and members. DNA committee is working on collecting information from other associations that we can use as a base for education. We should keep the contract with UC Davis in the interim timeframe to allow for case-by-case basis of verifying parentage, but those animals would have to be test in both.

DNA Issue Member Concern

Discussion- A DNA issue on a sold animal was discussed and the Board determined that it is a civil matter.

Sam Knott makes the motion to send a certified letter to both parties involved. Rosalinda Vizina sec. Voice vote. Unanimous. Motion passes.

Judges Terminology

Discussion. Would like to see better terminology for new members to better educate our members as showing is a learning experience. It was suggested to write a recommendation to the Judges committee for their review.

Sanctioned Shows

Bred and Owned Awards- Bids for additional awards ribbons vs banners to eliminate the extra shipping cost and extra manpower. It was recommended that this topic be sent to the Junior Board for their recommendation.

Ribbon Packs-Members reached out wanting placing ribbons as there are disappointments around lack of ribbon placings. How do we go forward with this issue? Do we require the bigger shows to purchase and support the smaller shows?

Ribbon Pack Order-Inventory is low so it was recommended to order enough to get through the end of the year and then get bids moving forward.

Member Education and Marketing

Show Promo Pack-Show applications have the option to select market material. We need to update to allow for consistency that is easy to ship and easy to display. This was given to the Member and Education committee to work on.

Tabled Agenda Items from Cameron Drew

Interim Project Manager – limit authority and scope

Executive Director – special committee

Executive Committee – minutes from last 12-16 months

Executive Committee – Election to fill vacant seat.

Executive Committee – Limit authority and scope

Revisit National Show Drug Testing

Fiduciary Responsibility as a board

-covered in Treasurer's report

American Goat Federation

Splitting office from ABGA as they believe they are at a point to move forward. Gage Taylor is still on the AGF Board as ABGA's representative.

Leah Maertens makes the motion to adjourn at 9:18pm. Kim Veal sec. Voice Vote. Unanimous. Motion passes.