

American Boer Goat Association

Board of Directors

Board Meeting via Zoom

November 14, 2023

Meeting began at 7:02 CST.

Roll Call-Directors Present

Ken Baty-R2

Kim Morgan-R9

Leah Maertens-R3

Kim Veal-R10

Lauren Green-R6

Dan Elliott-R11

Cameron Drew-R14

Chuck Fitzwater- R12

Gage Taylor-R7

Brad Mackey-R13

Mike Reis-R5

Casey McClain-R7

Sam Knott-R8 Entered meeting at 7:57

Rosalinda Vizina-R1

Staff Present- Katherine Klug

Approval of the Agenda

Kevin Richmond asked for the approval of the meeting agenda. Items added include; general update from Breed Standards and item of concern from Judges Committee. Ken Baty makes the motion to approve the November Board Member Agenda. Brad Mackey sec. Voice vote: Unanimous. Motion Passes

Finance: Treasurer's Report

Kevin Richmond emailed the Treasurer's November update to the Board of Directors for their review. Expenses continue to track at or below our fiscal budget for 2023.

Income Generator Information

- Memberships at the end of October sit at 8205 and 180 new members were added in the month of October.
- Our investment funds are fully vested per our approved "Investment Strategy Plan" that was approved at the July 2023 Face to Face meeting. These funds sit in our "Total Wealth Fund with First Financial Bank of San Angelo.
- Our total net revenue dropped by \$48,000 in the month of October (this was expected and budgeted for as we generally see less income generated October-December.
- The Finance Committee is working on the Lifetime Membership offer with a base assumption of \$1,200 per individual paying adult membership. Member benefits guide and ABGA benefits are being established along with a long-term financial plan to utilize these funds for a 10 year revolver investment account. Conversations with auditors, accountants, and financial investor guides are being conducted. A full presentation and proposed guidance will be voted upon at the face-to-face meeting in December.

Office Update

General Office Update- The new office manager, Porshea Vann, has started and the workflow processes are improving. The staff are working efficiently and are currently working through two to three days of work orders to catch-up on current backlogs. Porshea will be joining us for the Face to Face Meeting in December.

iCompete- ABRI went through a company-wide review of their software and they decided to remove iCompete from their platform and sell it to Scifre IQ. We have high hopes that this will be an improvement to our system needs of iCompete to get our tasks completed and to work toward a more user-friendly system. The office staff currently have a backlog of 10 shows to add to iCompete. Once they have been updated, they will start reviewing historical show information for 2023.

A question was asked concerning where to direct members for general iCompete questions or issues. Katherine Klug responded to direct them to the website via the iCompete tab or to the email box, icompete@abga.org.

Ribbon Order- Katherine Klug stated that we are in need of ordering our 2024 Rosette packets for the ABGA and National shows for both ABGA open and JABGA shows. We place our ribbon orders now through our vendor, Hodges because they offer discounted prices this time of year due to this being their slow season. The cost of the ribbons is \$16,367 for open show rosettes and \$7,794 for JABGA banners and rosettes. The JABGA has requested to change the color of their banners to blue in order to align with their current logo and advertising. This change does not impact the cost of the JABGA ribbons.

Lauren Green makes the motion to order the 2024 ABGA Rosettes and National Show ribbons along with the JABGA ribbons. Leah Maertens Sec. Voice vote. Unanimous. Motion Passes

Dan Elliott makes a motion to approve the change of color of the JABGA ribbons and Bred and Owned Banners. Casey McClain Sec. Voice Vote. Unanimous. Motion Passes.

Ribbon Vendor Research- Leah reported that she has been working with Hannah and reached out to several companies to find a vendor that is cheaper, but due to the timeline of the necessity to order, we do not have any available vendor options. It was suggested that a cheaper alternative could be to remove the cardboard from the back and to remove the string. They will continue to look for vendor options.

Katherine Klug reported that in addition to the ribbon order, she priced placing ribbons with our vendor at \$65.00 per show pack. An option could be offered to the sanctioned shows to purchase 1-5 placing ribbons as the vendor can turn those orders within 24-48 hours.

Discussion concerning the possibility of developing a tiered system for ribbon cost support based on the number of entries could be established. Leah Maertens and Katherine Klug will work on the development of a tiered based system to bring forward to the Board for their approval.

Lifetime Membership

Discussion for the offering of a lifetime membership was continued at a price of \$1,200 to hopefully roll out in January, 2024.

Cameron Drew makes the motion to offer \$1,200 lifetime adult membership per member number. Brad Mackey Sec. Voice Vote. Unanimous. Motion Passes.

Further discussion brought forward the potential to possibly offer other options such as a 3 yr at \$150, 5 yr at \$275, and 10 years at \$600. Sam Knott agreed to look at this further and run the metrics for these options by the Finance Committee to bring to the Face to Face meeting.

Brad Mackey makes the motion to send the incremental fee schedule to the Finance Committee. Chuck Fitzwater seconds. Voice Vote. Unanimous.

National Show

Drug Testing - The National Show committee received a bid from Jordy who completed the 3rd party national show drug testing in 2023 in the amount of \$5,100 including travel.

Ken Baty makes the motion to accept the bid from Jordy. Chuck Fitzwater sec. Unanimous. Motion Passes.

Announcer Bid- Katherine Klug is reaching out to Matt Moravec who was the announcer for the 2023 ABGA National Show to request a bid.

Superintendent Job Descriptions- Katherine Klug brought forward job descriptions for the Superintendents for the 2024 ABGA National Show for both the Show Ring and Barn.

Kim Morgan makes the motion to approve the Superintendent job descriptions as presented. Ken Baty sec. Voice Vote. Brad Mackey abstains. Motion Passes.

Rough Schedule-A rough schedule of the 2024 ABGA National show was presented to use a starting point to build upon concerning basic move in information and general show structure.

Leah Maertens made the motion to approve the tentative schedule. Ken Baty sec. Voice Vote. Motion Passes

Call for Judges-The National Show Committee recommended teams for the 2024 ABGA National Show using the same requirements as last year. There was general discussion concerning the benefit of judges teams vs. the top three judges as selected by vote for judges.

Lauren Green makes the motion to have the top three judges selected and not a team based ballot. Brad Mackey seconds. Roll call vote. Yes: Ken Baty, Sam Knott, Kim Veal, Rosalinda Vizina, Lauren Green, Brad Mackey, Cameron Drew, Chuck Fitzwater, Gage Taylor, Leah Maertens, Dan Elliott, Casey McClain. No: Mike Reis, Kim Morgan. Motion Passes.

NAILE Entry Numbers-

Kim Morgan reported the number of entries submitted to the NAILE show in Louisville. Numbers were good with 377 entries in the ABGA Open Show and 258 for the JABGA show.

Member Relations and Education Committee

Leah Maertens and Gage Taylor reported that they had a meeting and they are working on a Brochure for the show packets. In addition, they are working on the next digital magazine. The magazine will include a member highlight section and a letter from the President.

DNA Committee Update

Ken Baty reported that they had their first DNA committee meeting and sent a rough draft of changing the rules related to DNA. The changes were related to office workflow and going to Neogen. It is not related to the actual new parameters to be presented to the Board. They were also presented to Kim Morgan to run by the Rules and Regulations committee.

There was general discussion concerning the DNA process.

Mike Reis made the motion to approve the recommended DNA rule changes. Ken Baty seconded. Lauren Green abstains. Motion passes.

Social Media

Brad Mackey brought forward discussion concerning negative social media posts by members, judges, and committee members and the need to send a message to support our Board team members and Association in a positive manner. There was concern on both sides of the argument from sending a strong message to those who post negative comments about or towards the Association to where do we draw the line concerning censorship.

Leah Maertens made the motion to go into Executive Session at 9:15 CST. Lauren Green seconded. Motion passes.

Ken Baty made the motion to come out of Executive Session at 9:29 CST. Rosalinda Vizina seconded. Motion passes.

Kevin Richmond will look in past meeting minutes to see if there is a Social Media policy and will notify the Board of Directors at the Face-to-Face meeting in December.

Tabled October Agenda Items

Interim Project Manager-Limit authority and scope- Cameron Drew brought forward a discussion concerning the Interim Project Manager position and what the three key objectives were when it was approved. The tasks assigned have grown into other responsibilities which doesn't position the Project Manager for success or the ABGA for success. Are we spreading that position out too thin with office responsibilities and the assigned objectives.

General discussion surrounding those tasks that were assigned were from the Board of Directors and the added task of hiring a new office manager has been completed. Once the Office Manager is hired, the Interim Project Manager will be able to step back from helping with the office workflows. Other Board Members reported nothing but positive feedback concerning the work accomplished up to date by the Interim Project Manager. The project manager position came into question and felt that the membership hears that this position is truly an interim Executive Manager which are two separate jobs. It is critical that we get the process started to post the ad to start the search for a new Executive Director.

Executive Director-Special Committee- Ken Baty reported that we are in need of building the advertisement for Executive Director and to move forward. Could we possibly hire a headhunter and not a committee? But the hiring of the headhunter is very expensive. Kevin Richmond proposed to work with Kim Morgan to update the Executive Director Job Description and to bring it to the Face-to-Face meeting in December.

Executive Committee Minutes from the last 12-16 months/Limit Authority and Scope/Election to fill vacant seat- Kevin Richmond reported that to his knowledge all EC meeting minutes are posted on the website. Cameron Drew asked to be educated about the ABGA Executive Committee and how it is used in the ABGA. Also, how the information/discussion from EC meetings come back to the Board of Directors. Ken Baty reported that we did not have many EC meetings in 2022 and there is nothing in the By-Laws that require a monthly EC meeting. Kevin Richmond stated that whatever decision is made by the EC those decisions are communicated to the Board.

Revisit National Show Drug Testing-Cameron Drew raised the question about the National Show Drug testing policy and if there is an issue the Board of Directors should be notified; however, in 2023 when there was an issue with a sample, who made the decision to send the 2nd test and why did we deviate? Kevin Richmond made the decision to test the 2nd sample.

Banned Members at Sanctioned Shows

Casey McClain asked the Board of Directors what the protocol is for banned members attending Sanctioned Shows.

Gage Taylor made the motion to go into executive session at 9:04 CST. Mike Reis sec. Voice Vote. Motion passes.

Mike Reis made the motion to come out of executive session at 9:49 CST. Brad Mackey sec. Voice Vote Motion passes.

Leah Maertens makes a motion to send a certified letter to banned member and the agent member number 71701 that the banned member was associated with a warning concerning the new rules established in August. In addition, Kevin is to contact the attorney in regards to the letter. Brad Mackey sec. Voice Vote. Motion Passes

Mike Reis makes the motion to send a letter to ABGA judge with member number 28714 concerning actions in the show ring along with the Jr member that submitted the complaint. Ken Baty sec. Abstained by Leah Maertens and Lauren Green. Motion passes.

Breed Standards Committee Update

Chuck Fitzwater reported that the committee will be sending out a survey for one week concerning elf ears in percentage does. They are also reviewing a teat chart and the lack of enforcing the breed standard of hair length.

Ken Baty moved to approve Treasurers report. Mike Reis sec. Voice Vote. Motion Passes.

Judges Committee Update

Ken reported that 10 judges were on the call and there was a lot of good conversation. He tasked the judges to bring forward three items that they would like to accomplish this year. Things mentioned by the judges was continuing education and ask approval for the office to send out an email blast for the membership to take pictures of faults that will help develop the continuing education materials.

Ken Baty made the motion to adjourn the meeting.at 10:57 CST. Kim Veal sec. Voice Vote Motion passes

Rule 800: ABGA DNA Program

ABGA has designated NeoGen as the official ABGA-approved DNA testing facility.

Rule 801: ABGA DNA Testing

A. As of September 1, 2021, DNA testing will be on voluntary basis. However, DNA testing must be requested and processed through the ABGA office to be eligible for use with ABGA registration. (10- 13-2021)

B. All other DNA Rules are under review and subject to change; however, they remain in effect as associated with the use of voluntary DNA submission. (10-13-2021)

C. Parent qualification and/or parent verification will be performed on all animals submitted for DNA marker testing when required samples are on file with ABGA. If parents are tested through UC Davis, then in order for parentage to be verified, the individual animal must submit a sample for both UC Davis and NeoGen through the ABGA.

D. Animals must be registered with highest likely parentage prior to submitting DNA samples.

Rule 802: ABGA DNA Testing Procedure

1. DNA test kits must be requested through the ABGA website or directly from the ABGA office.
2. Only current ABGA or JABGA members can request DNA testing.
3. Only the current owner of the animal can request DNA Testing.
 - a. Written and signed confirmation from the current owner on record or their descendants

will be required for the release to test an animal not belonging to the member requesting to test said animal.

4. All DNA test kit requests must be accompanied by the appropriate test fee.
5. C. All DNA test kit requests will be assigned a bar code, associated to the individual animal that testing is requested for, by the ABGA-approved DNA testing facility.
6. In order to ensure proper chain of custody and procedures, testing samples will only be accepted when sent to ABGA DNA Department – 3524 Knickerbocker Rd, Ste C324, San Angelo, TX 76904

a. A pre-printed and paid mailer with the correct address will be included with the requested DNA test kits.

7. The following will be submitted
 - a. Fully completed test kit – signed and dated
 - b. All required samples
8. No tampering or modifying of the information printed on the individual animal test kit.
9. The ABGA-approved DNA testing facility will remit all results directly to the ABGA to be included in the animal's permanent record.

10. Upon submission of the original certificate of a DNA tested animal to the ABGA office for transfer or correction, the ABGA certificate will bear the printed statement “DNA Marker Tested” for animal that have been tested through UC Davis and “GGP Goat70K Tested” for those animal’s tested through NeoGen.
11. No transfer of DNA testing to another animal – each testing kit will be designated to a specific registered animal. No refunds for requested DNA testing after the testing kits have left the office.
12. Post Mortem samples will only be accepted if collected while the test animal was alive. Samples collected after death will not be accepted.

Rule 803: DNA Parentage Qualification

Parentage qualification between one parent and the offspring offers a high probability that the tested individuals are related as a parent and offspring, without consideration of the second parent. Parentage qualification does not offer a guarantee of correct parentage. For parentage to be qualified through DNA marker testing, both the potential parent and the offspring must have individual DNA marker testing on file with ABGA

Rule 804: DNA Parentage Verification

For parentage to be verified through DNA marker testing, each of the dam, sire, and offspring in question must be verified through individual DNA marker testing

Rule 805: Ownership of DNA Samples and Results

All genetic material submitted, samples, and results of DNA testing performed as part of the ABGA DNA Program will become property of ABGA. A copy of the official test report will be released to the current owner of record.