



**American Boer Goat Association  
Board of Directors Meeting  
Homewood Suites  
Lewisville, TX  
August 1, 2008  
8:00 am**

The meeting was called to order by President John Jones.

**Present:**

Troy Veal  
Brian Faris  
Scott Wetzal  
Coni Ross  
Tina Owens  
Ann Giardini  
Rhonda Edens

Joe Muller  
Chris Shaffett  
John Morrow  
Sara Davis  
Doug Widener  
Barry Watts  
Peggy Taylor

**Absent:**

Tony Brazil  
Jamie Mitchell

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

**Guests:**

Mike Tynes  
Don Johnson  
Dennie Clark

David Edens  
Jack Mauldin  
Sherri Clark

**AGENDA**

**I. Position of ABGA Executive Director:**

A. President Jones presented a draft outline with the following proposed positions:

1. ABGA Executive Director
2. ABGA Office Manager
3. ABGA Director of Marketing and Development

After lengthy discussion by the Board the following action was taken:

Ann Giardini moved that in the place of the single position of ABGA Executive Director there be two separate positions: (1) ABGA Office Manager and (2) ABGA Director of Marketing and Development. John Morrow second.

Voice Vote **MOTION PASSED**

B. John Morrow moved that the base compensation package for the position of ABGA Office Manager be \$35,000.00. Scott Wetzal second.

Voice Vote **MOTION PASSED**

C. Barry Watts moved that the base compensation package for the position of ABGA Director of Marketing and Development be \$60,000.00. Joe Mueller second.

Voice Vote **MOTION PASSED**

President Jones requested that Secretary Peggy Taylor and Director Brian Faris put the recommended and approved articles of the job descriptions into draft form for review by the Board on Saturday August 2, 2008.

The Board recessed for lunch.

The Board reconvened into open session from the lunch break and continued with the details surrounding the positions of ABGA Office Manager and ABGA Director of Marketing and Development.

- D. Notice of the job positions available will be advertised in appropriate media, on the ABGA web site, as well as any other appropriate web site.
- E. Anticipated Procedure for Reviewing Applications and Interviewing Possible Applicants:
- Applications will be received back into the ABGA office
  - Applications will then be reviewed by the ABGA Board with each director making his or her top selection list of up to 5 applicants
  - The top selections by each director will then be compiled by President John Jones
  - A review committee for each position will then review the selections and present the top 2 or 3 applicants to the Board of Directors for interviews.
- F. Filling the positions:
1. ABGA Office Manager
    1. The target date for employment is November 1, 2008, if a qualified applicant is available.
  2. ABGA Director of Marketing and Development
    1. The target date for employment is January 1, 2009, if a qualified applicant is available.
- G. Nominations for the ABGA Office Manager applicant review committee are:  
President John Jones  
Barry Watts  
Ann Giardini  
Peggy Taylor moved that nominations cease. Brian Faris second  
Voice Vote **MOTION PASSED**
- H. Nominations for the ABGA Director of Marketing and Development review committee are:  
President John Jones  
Barry Watts  
Brian Faris  
Joe Mueller  
Tina Owens  
Ann Giardini moved that nominations cease. Doug Widener second.  
Voice Vote **MOTION PASSED**

## II. ABGA Mission Statement:

After review of the current ABGA Mission Statement by the Board it was decided that the Mission Statement needs updating to reflect the current ABGA and it's goals. Points which should be included in this statement were discussed. An updated Mission Statement will be formulated.

## III. The Board discussed what each director feels are priorities for the Association. Among those issues discussed were the following:

- Work to build an Industry
- Protect an accurate registry
- Marketing
- Research based management and genetic improvement practices to help improve the profitability for members

- Youth growth and development
- Maintain and improve the breed standard
- Encourage Boer goat ownership
- Broaden the Boer influence on the meat goat industry
- Position ABGA as the leading force in the Boer and meat goat industry
- Promote diverse and sustainable agriculture
- Be a family friendly association.

The Board meeting was recessed for the day. It is to reconvene at 8 AM tomorrow morning, August 2, 2008.