

American Boer Goat Association

Board & Executive Committee

Meeting Minutes 2023



American Boer Goat Association
Board of Directors
Scheduled Meeting via Zoom Call
January 10, 2023
Meeting Began at 7:00pm CST

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

A. Roll Call

Directors Present:	Rosalinda Vizina R-1	Leah Maertens R-3
	Kevin Richmond R-4	Mike Reis R-5
	David Carwell R-6	Gage Taylor R-7
	Katherine Klug R-7	Sam Knott R-8
	Kim Morgan R-9	BJ Carbino R-10
	Amy Scharmer R-11	Chuck Fitzwater R-12
	Jacob Tipton R-13	Lane Reigle R-14
Staff Present:	Office Manager Brenda McCary, Youth Coordinator Hannah Jenkins	

B. Minutes Approval

1. Minutes from the December 13, 2023 Board Zoom Meeting were emailed to the Directors for review prior to the meeting

Gage Taylor moves to accept the Board of Directors Zoom Meeting Minutes dated December 13, 2023. Mike Reis sec. Voice Vote.

Unanimous

Motion Passes

Gage Taylor moves to enter Executive Session at 7:05pm CST. Katherine Klug sec. Voice Vote.

Unanimous

Motion Passes

Kevin Richmond moves to leave Executive Session at 7:18pm CST. Katherine Klug sec. Voice Vote.

Unanimous

Motion Passes

Discussion: The Board discussed an ongoing member issue, as well as some goat names that will need to be changed due to being inappropriate.

C. Foundation 101

1. The Foundation was not expected to raise over \$50,000 in its first year
 - a) Just requires the filing of a different form if it does
2. Multiple different types of donations are coming in
 - a) A letter can be sent for individual donations for tax purposes
 - i. However, sale donations come as 1 lump sum, not itemized
3. Do we want to receive a list of donors from sales so each individual can be issued a letter?
 - a) Sam and Brenda are going to work on protocols around this for the future

4. Discussion of the how the Foundation works in relation to the ABGA Board, as well as discussion of the Foundation Board
- D. JABGA Scholarship Applications and Junior Board Nominations
 1. Hannah cleaned up verbiage throughout both documents and clarified some of the areas that were more open to interpretation
 - a) One question was added to the Junior Board Nomination Packet
 2. Discussion of the protocol pertaining to how the vote schedule is set up for the ABGA Board of Directors

Jacob Tipton moves to approve the amendments to the Junior Board Nomination Packet. Leah Maertens sec. Voice Vote.

Unanimous

Motion Passes

Kevin Richmond moves to make both the ABGA Board of Directors and the Junior Board of Directors Applications electronic. Mike Reis sec. Voice Vote.

Unanimous

Motion Passes

Discussion: Only the application itself will be electronic, the actual voting will still be via mail in ballot. The Board feels electronic submission will help with clarity and help regarding how the mail can sometimes be unreliable.

BJ Carbino moves to approve the amendments to the JABGA Scholarship Application. Jacob Tipton sec. Voice Vote.

Unanimous

Motion Passes

BJ Carbino moves to approve amendments to the Board Candidate Nomination Form. David Carwell sec. Voice Vote.

Unanimous

Motion Passes

E. National Show Committee

1. Schedule approval
 - a) Discussion of the end of the week
 - i. Should Fullblood Does be on Friday or Saturday?

Leah Maertens moves to accept the National Show Schedule with the amendment of Fullblood Does showing on Friday, June 16, 2023 and Percentage Does showing on Saturday, June 17, 2023. Sam Knott sec. Voice Vote.

For: 12 Votes

Against: 2 Votes

Abstain: 0 Votes

Motion Passes

Discussion: The majority of the Board agrees with the input of members that trying to do Fullblood Does on Saturday will add extra complications in terms of travel for exhibitors. The two opposed wanted to try something new and see how it went.

2. 7 applications were submitted for Superintendent
 - a) The Committee recommends 3
 - i. Jesse Kimmel, Tara Hicks, and Zeb James
 - b) The Committee recommends 2 Alternates
 - i. John Blackstock and Joe Ariso

Leah Maertens moves to accept Jesse Kimmel, Tara Hicks, and Zeb James as the Superintendents for the 2023 JABGA and ABGA National Shows, and John Blackstock and Joe Ariso as alternates. Amy Scharmer sec. Voice Vote.

Unanimous

Motion Passes

3. 22 entries submitted for the Logo Contest
 - a) The Committee narrowed it down to 6 and then held a poll for the membership to vote on their favorite for the winner

David Carwell left the call at approximately 7:55pm CST.

Kim Morgan moves to accept the proposed logo for the 2023 JABGA and ABGA National Shows. Chuck Fitzwater sec. Voice Vote.

Unanimous

Motion Passes

4. The Committee Chair would like to add BJ Carbino and Chuck and Brenda Fitzwater to the National Show Committee
 - a. They have already been doing a lot to help the Committee

Katherine Klug moves to add Chuck and Brenda Fitzwater and BJ Carbino to the National Show Committee. Gage Taylor sec. Voice Vote.

Unanimous

Motion Passes

5. Judges' applications are due next week
6. National Show surveys are due next week
7. Award orders are out

8. Working on sponsors
 9. Working on drug testing
 - a) Going back to urine
 10. Kentucky Vet Board will be there to check health papers
- F. Breed Standards Committee
1. Schedule has been a bit over the place with the Face-to-Face Meeting and the Holidays
 2. Working on reorganizing the Breed Standards
 - a) Planning to make them more user/newbie friendly and easier to look through
- G. Rules and Bylaws Committee
1. Rough draft of Bylaw Change Ballot is ready for the Committee to review at next weeks meeting
- H. DNA Committee
1. David Carwell left the call early due to not feeling well
- I. Education, Marketing, and Member Relations and Benefits Committee
1. Haven't met as an entire group yet since the two committees were combined at the Face-to-Face
 2. Committee and Design Team are working on a new Anatomy Chart
- J. Finance Committee
1. Ended the year at a loss, as expected
 2. Brenda has been working hard to consolidate all of our investment accounts
 3. iCompete has been up and running for renewals
 - a) some bugs to work through yet
 - b) 77% of renewals came through iCompete
 - c) 50% of Junior renewals came through iCompete
 - d) Looking into moving into the registration phase of the iCompete roll out
- K. Judges Committee
1. Discussion of feedback that was received from one of the Judges who recently received a Letter of Reprimand
- L. Sanctioned Show Committee
1. Concurrent Show Rules
 - a) Have an outline sent out to the Committee for review
- M. Youth and Regional Shows Committee
1. The Junior Board would like a Bylaw change increasing the maximum Junior age to 21
 2. A lot of sponsorship is committed for the Regionals this year
 3. The Junior Board would like a "Mile-Radius Rule" around the Regional Shows
 - a) 250 miles for any Junior shows, 300 miles for any ABGA shows
 4. List of Committees the Junior Board Members would like to sit on as non-voting members
 - a. They would like to see how committees are operated as well as give their opinions in some of the committees that more directly deal with the Junior Membership
 - i. Jiles Coble on the DNA Committee

- ii. Alaina Blair and Logan Hollen on the Rules and Bylaws Committee
- iii. Maddie Reis and Helena Almli on the Sanctioned Show Committee
- iv. Natalye Scholl and Cecelia Knott on the National Show Committee
- v. Casey and Wyatt Stevens on the Education Committee

Kevin Richmond moves to add Junior Board Members to the proposed Open Committees as non-voting members. Kim Morgan sec. Voice Vote.

Unanimous

Motion Passes

- 5. Set date for the Junior Face-to-Face to overlap the ABGA Board Face-to-Face (July 13-14, 2023)
 - a. In case they want to present anything to the Open Board
- 6. Change of the California Regional Show dates
 - a) The dates need to change to March 30-April 1, 2023 from the original schedule of April 24-25, 2023
 - b) There was an availability issue

Kevin Richmond moves to change the Area 1 Regional Show dates to March 30-April 1, 2023. Jacob Tipton sec. Voice Vote.

Unanimous

Motion Passes

- N. Other Business
 - 1. 250-mile radius rule
 - a) Removed at past meeting

Katherine Klug moves to adjourn at 9:00pm CST. Amy Scharmer sec. Voice Vote.

Unanimous

Motion Passes

Respectfully Submitted,
 Lane Reigle
 ABGA Secretary

American Boer Goat Association
Board of Directors
Scheduled Meeting via Zoom Call
February 15, 2023
Meeting Began at 7:00pm CST

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

A. Roll Call

Directors Present: Rosalinda Vizina R-1 Leah Maertens R-3
 Kevin Richmond R-4 Mike Reis R-5
 David Carwell R-6 Katherine Klug R-7
 Gage Taylor R-7 Sam Knott R-8
 Kim Morgan R-9 BJ Carbino R-10
 Amy Scharmer R-11 Chuck Fitzwater R-12
 Jacob Tipton R-13 Lane Reigle R-14

Staff Present: Office Manager Brenda McCary
 Youth Coordinator Hannah Jenkins

B. Minutes Approval

1. Minutes from the previous meeting were emailed to the Board for review and corrections

David Carwell moves to approve the Board of Directors Zoom Meeting Minutes dated January 10, 2023. Jacob Tipton sec. Voice Vote.

Unanimous

Motion Passes

C. Agenda

1. The Board reviewed the proposed Agenda for the meeting

Katherine Klug moves to approve the Agenda. BJ Carbino sec. Voice Vote.

Unanimous

Motion Passes

D. National Show

1. An email was sent to the Board to look over that showed the progress and proposals of the Committee
2. Buckles
 - a. Sheridan vs. Molly's

Leah Maertens moves to accept the Sheridan Bid for the buckles for the 2023 JABGA/ABGA National Shows. Jacob Tipton sec. Voice Vote.

Unanimous

Motion Passes

Discussion: Multiple board members have Sheridan buckles and attested to their quality.

3. Drug Testing

- a. Jordy has put in a bid for test collection
 - i) They are who collected the test samples last year
 - ii) If we accept the bid, they are willing to do a Zoom Call with the Board for us to ask them any questions/help us build a policy for drug testing that will be unaffected by moving venues
 - iii) Urine test this year
 - iv) They are a third party collector so no members of the association are involved with the collection process
 - v) TVMDL does the actual testing

David Carwell moves to accept Jordy's bid to be the third party collection agent for Drug Testing at the 2023 JABGA/ABGA National Show. BJ Carbino sec. Voice Vote.

Unanimous

Motion Passes

- 4. Webcasting and Photography
 - a. Square One would be cheaper if they do both webcasting and photography
 - i) They are more expensive if they only do webcasting
 - b. Pearl charges travel where Square One does not

Mike Reis moves to use Pearl's Pics for photography for the 2023 JABGA/ABGA National Show. BJ Carbino sec. Voice Vote.

Unanimous

Motion Passes

Discussion: While money could be saved using only Square One for both webcasting and photography, the Board is more familiar with the quality of Pearl's photographs as well as our long standing relationship with Pearl.

Katherine Klug moves to use Square One for webcasting for the 2023 JABGA/ABGA National Show. Leah Maertens sec. Voice Vote.

Unanimous

Motion Passes

- 5. Annual Member Meeting
 - a. Open exhibitors are required to be in by Tuesday, June 13
 - i) Proposal is to go straight into the member meeting that same day to achieve the best attendance

Leah Maertens moves to accept the proposed Annual Membership Meeting date of Tuesday, June 13, 2023 following the announcement of the Top 10 Breeding Showmanship. Sam Knott sec. Voice Vote.

For: 13 votes

Against: 1 vote

Motion Passes

Katherine Klug moves to keep entry fees the same as last year's National Show. Jacob Tipton sec. Voice Vote.

Unanimous

Motion Passes

6. Animal Weighing
 - a. Survey sent to membership shows support for the concept
 - b. Helps to begin building a database

Katherine Klug moves to weigh all animals at the 2023 JABGA/ABGA National Show based on member support via the online survey. BJ Carbino sec. Voice Vote.

Unanimous

Motion Passes

7. Interns
 - a. Opportunity for collegiate interns to help
 - b. Interns could be put in charge of weight data collection to ensure accuracy
 - c. We would only be expected to pay for hotel and food for them
 - d. Committee is going to look further into the costs and benefits and interest
8. Entry Deadline
 - a. Close the Herdbook on May 15, 2023
 - b. Entry Deadline of May 22, 2023
 - c. Last Entry Deadline of June 1, 2023

Mike Reis moves to approve the Entry Deadline proposal. BJ Carbino sec. Voice Vote.

Unanimous

Motion Passes

9. Endcaps
 - a. How do we handle to "grandfathered in" endcaps?
 - b. Specialized link on Goatpromoter with map of the barn
 - c. Committee is going to come up with a finalized process for the Endcaps
- E. Breed Standards (Auxiliary Document #2)
 1. The standards have been completely revamped, reorganized, and cleaned up
 2. Far easier to navigate for both new breeders and veterans
 3. Elf/Gopher Ears on Percentage Does have officially been put in black and white as a DQ

Lane Reigle moves to approve the changes made to the ABGA Breed Standards. Chuck Fitzwater sec. Voice Vote.

For: 13 votes

Against: 1 vote

Motion Passes

Lane Reigle moves to amend the immediately previous motion to read “Lane Reigle moves to approve the changes made to the ABGA Breed Standards with a date of implementation of January 1, 2024.” Mike Reis sec. Voice Vote.

Unanimous

Motion Passes

Discussion: The Board felt there needs to be a specified date for when the new Standards take effect and January 1, 2024 was decided on to allow for any other changes to be made before they are enacted.

F. Rules and Bylaws

1. Ennoblement Form

- a. Rule 1000 in our Rules and Regulations says that offspring need to be inspected
- b. The Ennoblement Form does not
- c. What would we like to do?

Katherine Klug moves to make Rule 1000 match the ABGA Ennoblement Form. Amy Scharmer sec. Voice Vote.

Unanimous

Motion Passes

Discussion: This oversight has taken place for multiple years. To make the form match the rule at this point would revoke the Ennoblement status of multiple animals which would be unfair to them.

2. Update to the Tattoo Policy

- a. The years were updated to reflect the current dates

Chuck Fitzwater moves to update Rule 215 to reflect the current/future years. Jacob Tipton sec. Voice Vote.

Unanimous

Motion Passes

3. Bylaws Ballot Rough Draft

- a. Email was sent to the Board to look over prior to the meeting
- b. Electronic balloting could have added expense for third party to build a ballot
- c. Age Change
 - i) Minute details that will need addressed if it passes
- d. Would like the attorney's advise on the section pertaining to removed directors
- e. Election schedule change
 - i) Committee recommends taking the election schedule out
- f. Section 12.1 Amendment
 - i) Section doesn't give the option for an outside firm to count ballots for us
 - ii) Want to fix that

G. DNA/Carcass Class

1. Received info from Neogen
2. This is going to be a process, not quick
3. A letter was drafted for Board Members to share with association members that explains our reason for switching companies
4. Not going to tell anyone to stop using UC Davis during the transition
5. Educating the membership will be vital
6. There are still questions to be figured out before we make the switch completely
7. Carcass Class
 - a. Record book was shown to the Board so we could all see what will be expected of participants
 - b. Will be subject to random drug testing
 - c. The animals are going straight into the food supply
 - d. Review of the Carcass Class Rules
 - e. Blake Quiggens
 - i) Judge for the ring portion of the contest
 - ii) Recommended by a committee member
 - f. Nick Hammit
 - i) Judging the carcasses

H. Education, Marketing, Member Relations and Benefits

1. Looking into magazine options
 - a. Possible biannual magazine?
2. Adult membership with Junior membership
 - a. How do we add value back?
3. Color selections for iCompete are being worked on

I. Finance

1. On par for last year in terms of income from registrations
2. Renewals in January are down from last year
3. Lacking an Investment Policy Statement
 - a. Working on it

J. Sanctioned Show

1. Concurrent Show Rules (Auxiliary Document #1)
 - a. Committee brought back their recommendations of what to change from the original document

Mike Reis moves to approve the proposed Concurrent Show Rules. Katherine Klug sec. Voice Vote.

Unanimous

Motion Passes

Discussion: While there are many similarities between a regular show with 1 judge and a concurrent show with 2 judges, there are some differences that needed to be specifically addressed due to the growing prevalence of the concurrent shows.

K. National Show Site

1. Louisville, Kentucky has two weeks available next year

- a. May 31st-June 7th, 2024
- b. June 8th-June 14th, 2024
- c. We will need to find out the specifics of when office personnel may come in and set up and similar information

Chuck Fitzwater moves to hold the 2024 JABGA/ABGA National Show in Louisville, KY from June 7th-June 14th, 2024. BJ Carbino sec. Voice Vote.

For: 13 votes

Against: 1 vote

Motion Passes

Discussion: The Board would like to begin a rotation consisting of holding the National Show at the same venue for two years and then changing venues. The dates are also reflective of how Nationals were run while in Grand Island, NE so only the added day built in for Junior contests will be sacrificed.

L. Judges Committee

1. Good ideas brewing in the committee for continued education for the judges
 - a. One idea being educational seminars open to both judges and regular members

Kevin Richmond moves to add Eddie Holland to the Judges Committee. Jacob Tipton sec. Voice Vote.

For: 13 votes

Against: 1 vote

Motion Passes

2. Working on where the Concurrent Show Rules will fit into the Judges' Showring Protocol
3. Discussing holding another certification course this year
 - a. Late summer-Early Fall in Colorado
4. 6 Judges have not returned all of their paperwork required for renewal

Chuck Fitzwater moves to give the 6 Judges until April 1, 2023 to meet the requirements for renewal. Mike Reis sec. Voice Vote.

Unanimous

Motion Passes

Discussion: There was no specific deadline given previously for all of the requirements. Now there is.

M. Youth and Regionals

1. Need to flesh out the rest of the prizes
2. Junior Logo needs finalized
3. Sponsor Level idea
 - a. Outside of the Regional Show Program

Leah Maertens moves to approve the Sponsorship Level proposal from the Junior Board. Mike Reis sec. Voice Vote.

Unanimous

Motion Passes

- 4. Drafting formal request letter to the Foundation for funds
- N. Office
 - 1. Podcast Trial
 - a. Working out kinks but have test run it and are capable
 - 2. Randy Bernhardt
 - a. Do we want to do more training with him?
 - 3. Ambassador to the Breed
 - a. How do we want to do nominations this year?
 - 4. Use of Logo
 - a. Do we want to allow people to use the ABGA Logo for their personal businesses?

Kevin Richmond moves to adjourn at 10:40pm CST. Mike Reis sec. Voice Vote.

Unanimous

Motion Passes

Respectfully Submitted,
Lane Reigle
ABGA Secretary

Auxiliary Document #1

Concurrent Show Rules

Definition: A concurrent show refers to multiple shows taking place at the same time, in the same ring, at the same venue. While the shows are going on at the same time and the same place, they are 2 separate shows and therefore must be treated as individual shows. The ABGA National Show and JABGA National Show are single placement shows judged by a team and do not fall under this category.

1. No more than two shows may be run concurrently at any given time. (Example: 2 ABGA or 1 ABGA/1 JABGA). If one of the two shows is a JABGA show, the JABGA member must be the only one in the ring showing that animal. The JABGA Bred and Owned Champions must be placed after each Overall Division Drive. All JABGA rules must be followed.
2. The show secretary shall note on the show application defining which shows will run concurrently with each other.
3. The show secretary shall notify judges at the time of the contract that shows are going to run concurrently with each other.
4. The show secretary shall is required to provide judges with separate ring stewards and class lists to mark placings. The class placings must be completed before class reasons are given.
 - a. Ring stewards must submit the completed class placings to the show secretary prior to the class being placed.
5. Judges are required to check all animals in a class themselves for any DQ faults, refraining from asking the other judge for an opinion on anything they may find questionable.
 - a. In the interest of time, in very large classes the judges are permitted to check only the animals from which each wish to make their final selections.
6. If a cut is made from a large class and the animals pulled by each judge are different:
 - a. The judges may decide to take turns working the ring with the animals they selected to pull from the larger class.
 - b. The judges may work the ring at the same time, remembering to only make their final placements from the selection they chose to keep from the larger class.
7. Division Drives and Overall Drives (especially those with different animals for each judge's show) will be handled differently than normal classes and are up to the show staff and the judges for how they would like to make their decisions:
 - a. The drive for one judge may be brought in, that judge decides on their champion and reserve, then makes note of it on a score card/to their ring steward. After that, the

- other judge's drive is brought in, they make their final decision, and talk their reasons. The first judge's drive is then brought back in, and they talk their reasons for their decision.
- b. One judge leaves the ring and moves far enough away that they are out of earshot, and the other judge proceeds to treat the drive like any other show. After the results and reasons are completed, the judge who left may return and proceed to do the same and treat the drive like a regular show.
8. Each judge is responsible for ensuring tattoos or microchips on all first place, division champion, and overall champion animals, as well as any other animals that stand to gain points during the show, are checked for their respective show. This is in effect even if both judges have the same animals being awarded any of the same placements.
 9. Judges are required to give reasons to at least fifth place for each of their respective shows. It's understood that people don't want to spend forever in the ring, but each show is its own entity and exhibitors deserve to hear the reasons for why they placed how they did in each individual show.
 10. Discussion of the class between judges prior to the class being officially placed by both judges is strictly prohibited.
 - a. Short comments (asking one another if it's alright to walk the animals, asking to switch the angle of view, witty remarks, etc.) are fine.
 - b. Private conversations between judges are strictly prohibited.
 11. It is highly recommended that show secretaries only request experienced judges for judging concurrent shows. Two shows running simultaneously in this manner could be viewed as a bit overwhelming for a novice judge.
 12. All ABGA and JABGA Sanctioned Show Rules and Judges' Protocols still apply to the Concurrent Shows.

Auxiliary Document #2

American Boer Goat Association Breed Standards

General Introduction:

Presented in this document are the Breed Standards by which the American Boer Goat Association evaluates all Boer Goats cataloged within its registry. These standards are an ***Ideal of Perfection***; a goal to strive towards and attempt to achieve. The ABGA Breed Standards, as well as all pictures and information provided on the ABGA Website, are tools to be used by breeders to help them improve their own breeding programs and work towards this ***Ideal of Perfection***.

I. Percentage Does

A. Head

1. A Percentage Doe should have a prominent, strong head with brown eyes that give a soft, gentle look to the face. They should not have an untamed or wild look. A Percentage Doe should exhibit an ennobled, Roman Nose consisting of a gentle curve, wide nostrils, and a well-formed mouth with well-opposed jaws. Percentage Does should have a feminine appearance about their heads.
2. The forehead should be prominent and form an even curve linking the nose and horns.
3. Horns should be: dark, round, strong, of moderate length, positioned well apart, and have a gradual backward curve before turning outward symmetrically.
 - a. In the cases of a broken horn due to a naturally occurring accident (fighting with other animals, head getting stuck, etc.) where the other horn is still intact, no discrimination is to be placed upon the animal.
 - b. If both horns get broken but one or both are showing signs of regrowth and repair, no discrimination is to be placed upon the animal.
4. The horns should be well spaced from the back of the neck to allow for full range of motion, without rubbing the neck at maturity.
5. Percentage Does may be polled (hornless) or have disbudded horns.
6. Ears should be smooth and pendulous with no folds or pinches at the base of the ear canal, and with enough length to lay smoothly against the head without interfering with the eye.
 - a. In the case of one or both ears of the animal being short due to a naturally occurring accident (frostbite, dog attacks, etc.), and neither ear exhibits any other disqualifying factors at the ear canal, the animal is not to be discriminated against.
7. The front of the upper dental pad must touch all incisors, at any point on the tooth above the gum, until the goat is 24 months of age.
8. After 24 months of age, an allowance of up to ¼ of an inch beyond the upper dental pad is permitted for incisor teeth.
 - a. A bite and jaw that fit correctly are still preferred, however.

9. Teeth must erupt in the proper sequential order.
10. Deciduous (baby) teeth that have been shed prior to the eruption of permanent teeth are not to be discriminated against.
 - a. Neither should deciduous (baby) teeth that have not yet been shed, before the corresponding permanent tooth is fully in place, be discriminated against.
11. There should be no more than 8 incisors present in the goat's mouth; unless there is a deciduous (baby) tooth still present as a result of the natural shedding process that has yet to fall out.
12. The first two incisors should be erupted by no later than 24 months of age.
13. **Faults:**
 - a. Dished or concave forehead/face
 - b. Bulging or wild eyes
 - c. Flat, straight, or wild type horns (elevated too far off the back of the head/neck)
 - d. Horns positioned too close together
 - e. Horns that grow too close/tight to the head or neck
 - f. Jaw too pointed
 - g. Shallow lower jaw
 - h. Twisted, crooked, or overlapping permanent teeth
14. **Disqualifications:**
 - a. Wry or twisted face
 - b. Cleft palate
 - c. Blue eyes
 - d. Ear folded lengthwise (from the top at the ear canal, down to the tip)
 - e. Ear crimped or narrowed at the base (ear canal)
 - f. Elf or Gopher Ears
 - g. Shortened lower jaw (parrot mouth)
 - h. The front of the upper dental pad does not touch all incisors at any point on the teeth above the gums, prior to 24 months of age
 - i. Incisor teeth protruding more than $\frac{1}{4}$ of an inch beyond the upper dental pad, after 24 months of age
 - j. Teeth not erupting in proper sequential order or position
 - k. More than 8 incisors when additional teeth are not the result of the natural shedding process of deciduous (baby) teeth
 - l. Any extreme occurrence of an aforementioned Fault

B. Neck and Forequarters

1. The neck should be of moderate length and in proportion to the overall length of the goat's body.
2. Percentage Does should exhibit a feminine neck that blends smoothly into the top and front of the shoulders and the brisket.
3. Shoulders should be fleshy and proportional to the body, without excessive looseness or protrusion of the shoulder blades.
4. The top of the shoulders should be broad, well rounded, and not come to a point.
5. The forequarters should be well muscled and blend smoothly into the knee.

6. **Faults:**

- a. Neck too short, too long, or too thin
- b. Excessive movement/looseness in the shoulder blades
- c. Sternum protruding excessively in the brisket
- d. Chest too narrow, too shallow, or too wide to the point that it causes the point of the elbow to be separated from the body
- e. Excess deposits of fat in the brisket area (wasty brisket)

7. **Disqualifications:**

- a. Any extreme occurrence of an aforementioned Fault

C. Body

- 1. The body should be boldly three-dimensional: exhibiting excellent length of loin, depth of body, and width across the top line all the way back from the hooks to the pins.
- 2. Percentage Does should possess a wedge shape (Feminine Wedge) that is deeper at the flank and becomes gradually shallower as you move forward to the heart girth.
 - a. This is an indication of body capacity sufficient to carry multiple kids while also maintaining adequate rumen function.
- 3. The heart girth should provide ample respiratory capacity, and should not appear pinched when viewed from the side or top.
- 4. Ribs should be well sprung.
- 5. The loin should be well muscled, wide, deep, and long.
- 6. The top line should be level throughout with an abundance of muscle from the top of the shoulders through the front of the hip.
- 7. Animals should exhibit adequate body conditioning relative to their age and stage of production, but not be extremely thin or show accumulation of excessive fat deposits.

8. **Faults:**

- a. Swayback
- b. A break/excessive dip in the top line behind the shoulders
- c. Narrow/poorly sprung rib shape
- d. Inadequate muscling through the back and loin
- e. Pinched heart girth
- f. Inadequate depth/capacity in the flank (tube shaped)
- g. Excessive fat deposits

9. **Disqualifications:**

- a. Any extreme occurrence of an aforementioned Fault

D. Hindquarters

- 1. A Percentage Doe's hip should be broad and long with a gentle slope from the hooks to the pin bones, while exhibiting adequate width for kidding.
- 2. The base of the tail must be centered and straight.
 - a. The remainder of the tail may curve upward or to one side.
- 3. The area of the rear legs between the pin bones and down through the inner thigh should be well muscled, deep, full, and firm.
- 4. Both the inner and outer thighs should be deep, wide, and muscular.

5. There should be ample muscling extending beyond the stifle towards the hock.
6. **Faults:**
 - a. Hip too steep
 - b. Hip too level
 - c. Short through the hip
 - d. Too narrow between the hooks and pins
 - e. Lack of muscling
 - f. Excessive deposits of fat (typically around the tail head)
7. **Disqualifications:**
 - a. Wry tail
 - b. Any extreme occurrence of an aforementioned Fault

E. Feet and Legs

1. The legs should be strong, well placed, and in proportion with the depth of body of the animal.
2. The legs should be well jointed and smoothly blended, allowing for ease of movement and soundness over a long, productive life.
3. Legs and hooves should exhibit adequate bone and size in proportion to the overall size of the animal, neither appearing too thick or too thin.
4. The front legs should be straight: the point of the shoulder, knee, pastern, and hoof should form a straight imaginary line from the point of the shoulder to the toe of the foot while viewing from the front of the animal.
5. The rear leg should form an imaginary line from the hip bone, down to the hock, and dropping down to the dewclaw when viewed from the side or rear of the animal.
6. Pasterns should be strong and medium length with at least a 45-degree angulation from the top of the rear hoof line to the dewclaw, when viewed from the side, while on the move or standing.
7. Hooves should be well-formed, as dark as possible, and point directly forward when viewed.
8. **Faults:**
 - a. Any deformities or abnormalities in the structure of the feet or legs
 - i) Knock Knees
 - ii) Buck Knees
 - iii) Calf Knees
 - iv) Bandy Legs
 - v) Pastern too short
 - vi) Pastern too long
 - vii) Sickie Hocked
 - viii) Post Legged (too straight in the hocks)
 - b. Any deformities or abnormalities in the hooves
 - c. Legs that are too straight
 - d. Legs that are too weak
 - e. Legs lacking sufficient bone/size in proportion to the animal's body
 - f. Hooves pointing inward or outward
 - g. Splayed toes

9. **Disqualifications:**

- a. Any foot or leg fault that adversely affects the animal's gait or causes lameness
- b. Pasterns so weak as to cause the dewclaws to drop below a 45-degree angulation from the top of the rear hoof line to the dewclaws while on the move or standing
- c. Any extreme occurrence of an aforementioned Fault

F. Skin and Coverings

1. The skin should be loose and supple, with short, glossy hair preferred.
2. A limited amount of winter down or undercoat will be acceptable during the winter months, especially in colder environments.
3. Percentage Does less than 6 months of age are required to have at least 50% pigmentation on the hairless area under the tail.
 - a. This includes around the anus and vulva.
 - b. 100% pigmentation is preferred.
4. Percentage Does 6 months of age and older are required to have at least 75% pigmentation on the hairless area under the tail.
 - a. This includes around the anus and vulva.
 - b. 100% pigmentation is preferred.
5. **Faults:**
 - a. Excess skin on the neck, under the jaw (Dewlap), resulting in the animal having a less clean/feminine appearance
 - b. Hair too long
 - c. Hair too course
6. **Disqualifications:**
 - a. Does under 6 months of age with less than 50% pigmentation on the hairless area under the tail
 - b. Does 6 months of age and older with less than 75% pigmentation on the hairless area under the tail

G. Reproductive Organs

1. Does should have a well-formed udder with good fore and rear attachment: the udder should be well supported throughout the productive life of the doe, with the floor of the udder at or above the level of the hocks.
2. It is important that the udder is constructed so that the offspring can nurse unassisted.
3. IDEAL teat structures consist of either one or two, well separated, functional teats on each half of the udder.
4. ACCEPTABLE teat structures consist of no more than two functional teats per side and may include:
 - a. One or more non-functional teats with no more than one additional non-functional teat or protrusion attached to the main teat, as long as it does not interfere with or prevent nursing.
 - b. A split teat with two distinctly separate teats and orifices, when at least 50% of the body of the teat is separated.

- i) Counts as two functional teats per side allowed.
- c. Only one of the two functional teats per side can contain two milk channels (Double Orifice) with a smooth or rounded end, and with no sign of a dimple or division between the orifices.
- 5. Refer to the TEAT DIAGRAM and pictures for additional information on teat structures.
- 6. Does must have kidded or show evidence of visible udder formation consistent with late-term pregnancy by 24 months of age.
- 7. **Faults:**
 - a. Infantile or underdeveloped vulva by 24 months of age
 - b. Udder and teat abnormalities or defects
 - c. Poorly attached or pendulous udder
- 8. **Disqualifications:**
 - a. Any udder or teat structure that prevents a newborn kid from nursing unassisted
 - b. More than two functional teats on one half of the udder
 - c. Split teat when less than 50% of the body of the teat is separated
 - d. Additional, functional teat(s) attached to the main teat
 - e. More than two milk channels in one teat
 - f. Bulbous teats
 - g. A doe that has not kidded, nor is showing evidence of visible udder formation consistent with late-term pregnancy, by 24 months of age
 - h. Any extreme occurrence of an aforementioned Fault

H. Coloration

- 1. The traditional Boer Goat is white bodied with a red head, but no preference is given to any hair color.

II. Fullblood Does

A. Head

- 1. A Fullblood Doe should have a prominent, strong head with brown eyes that give a soft gentle look to the face. They should not have an untamed or wild look. A Fullblood Doe should exhibit an ennobled, Roman Nose consisting of a gentle curve, wide nostrils, and a well-formed mouth with well-opposed jaws. Fullblood Does should have a feminine appearance about their heads.
- 2. The forehead should be prominent and form an even curve linking the nose and horns.
- 3. Horns should be: dark, round, strong, of moderate length, positioned well apart, and have a gradual backward curve before turning outward symmetrically.
 - a. In the cases of a broken horn due to a naturally occurring accident (fighting with other animals, head getting stuck, etc.) where the other horn is still intact, no discrimination is to be placed upon the animal.
 - b. If both horns get broken but one or both are showing signs of regrowth and repair, no discrimination is to be placed upon the animal.
- 4. The horns should be well spaced from the back of the neck to allow for full range of motion, without rubbing the neck at maturity.

5. Ears should be smooth and pendulous with no folds or pinches at the base of the ear canal, and with enough length to lay smoothly against the head without interfering with the eye.
 - a. In the case of one or both ears of the animal being short due to a naturally occurring accident (frostbite, dog attacks, etc.), and neither ear exhibits any other disqualifying factors at the ear canal, the animal is not to be discriminated against.
6. The front of the upper dental pad must touch all incisors, at any point on the tooth above the gum, until the goat is 24 months of age.
7. After 24 months of age, an allowance of up to $\frac{1}{4}$ of an inch beyond the upper dental pad is permitted for incisor teeth.
 - a. A bite and jaw that fit correctly are still preferred, however.
8. Teeth must erupt in the proper sequential order.
9. Deciduous (baby) teeth that have not been shed prior to the eruption of permanent teeth are not to be discriminated against.
 - a. Neither should deciduous (baby) teeth that have not yet been shed, before the corresponding permanent tooth is full in place, be discriminated against.
10. There should be no more than 8 incisors present in the goat's mouth; unless there is a deciduous (baby) tooth still present as a result of the natural shedding process that has yet to fall out.
11. The first two incisors should be erupted by no later than 24 months of age.
12. **Faults:**
 - a. Dished or concave forehead/face
 - b. Bulging or wild eyes
 - c. Flat, straight, or wild type horns (elevated too far off the back of the head/neck)
 - d. Horns positioned too close together
 - e. Horns that grow too close/tight to the head or neck
 - f. Erect or airplane ears
 - g. Jaw too pointed
 - h. Shallow lower jaw
 - i. Twisted, crooked, or overlapping permanent teeth
13. **Disqualifications:**
 - a. Wry or twisted face
 - b. Cleft palate
 - c. Blue eyes
 - d. Naturally Polled Horns
 - e. Dehorned
 - f. Ear folded lengthwise (from the top at the ear canal, down to the tip)
 - g. Ear crimped or narrowed at the base (ear canal)
 - h. Elf or Gopher Ears
 - i. Shortened lower jaw (parrot mouth)
 - j. The front of the upper dental pad does not touch all incisors at any point on the teeth above the gums, prior to 24 months of age

- k. Incisor teeth protruding more than ¼ of an inch beyond the upper dental pad, after 24 months of age
- l. Teeth not erupting in proper sequential order or position
- m. More than 8 incisors when additional teeth are no the result of the natural shedding process of deciduous (baby) teeth
- n. Any extreme occurrence of an aforementioned Fault

B. Neck and Forequarters

- 1. The neck should be of moderate length and in proportion to the overall length of the goat's body.
- 2. Fullblood Does should exhibit a feminine neck that blends smoothly into the top and front of the shoulders and the brisket.
- 3. Shoulders should be fleshy and proportional to the body, without excessive looseness or protrusion of the shoulder blades.
- 4. The top of the shoulders should be broad, well rounded, and not come to a point.
- 5. The forequarters should be well muscled and blend smoothly into the knee.
- 6. **Faults:**
 - a. Neck too short, too long, or too thin
 - b. Excessive movement/looseness in the shoulder blades
 - c. Sternum protruding excessively in the brisket
 - d. Chest too narrow, too shallow, or too wide to the point that is causes the point of the elbow to be separated from the body
 - e. Excess deposits of fat in the brisket area (wasty brisket)
- 7. **Disqualifications:**
 - a. Any extreme occurrence of an aforementioned Fault

C. Body

- 1. The body should be boldly three-dimensional: exhibiting excellent length of loin, depth of body, and width across the top line all the way back from the hooks to the pins.
- 2. Fullblood Does should possess a wedge shape (Feminine Wedge) that is deeper at the flank and becomes gradually shallower as you move forward to the heart girth.
 - a. This is an indication of body capacity sufficient to carry multiple kids while also maintaining adequate rumen function.
- 3. The heart girth should provide ample respiratory capacity, and should not appear pinched when viewed from the side or top.
- 4. Ribs should be well sprung.
- 5. The loin should be well muscled, wide, deep, and long.
- 6. The top line should be level throughout with an abundance of muscle from the top of the shoulders through the front of the hip.
- 7. Animals should exhibit adequate body conditioning relative to their age and stage of production, but not extremely thin or show accumulation of excessive fat deposits.
- 8. **Faults:**
 - a. Swayback
 - b. A break/excessive dip in the top line behind the shoulders

- c. Narrow/poorly sprung rib shape
- d. Inadequate muscling through the back and loin
- e. Pinched heart girth
- f. Inadequate depth/capacity in the flank (tube shaped)
- g. Excessive fat deposits

9. **Disqualifications:**

- a. Any extreme occurrence of an aforementioned Fault

D. Hindquarters

- 1. A Fullblood Doe's hip should be broad and long with a gentle slope from the hooks to the pin bones, while exhibiting adequate width for kidding.
- 2. The base of the tail must be centered and straight.
 - a. The remainder of the tail may curve upward or to one side.
- 3. The area of the rear legs between the pin bones and down through the inner thigh should be well muscled, deep, full, and firm.
- 4. Both inner and outer thighs should be deep, wide, and muscular.
- 5. There should be ample muscling extending beyond the stifle towards the hock.

6. **Faults:**

- a. Hip too steep
- b. Hip too level
- c. Short through the hip
- d. Too narrow between the hooks and pins
- e. Lack of muscling
- f. Excessive deposits of fat (typically around the tail head)

7. **Disqualifications:**

- a. Wry tail
- b. Any extreme occurrence of an aforementioned Fault

E. Feet and Legs

- 1. The legs should be strong, well placed, and in proportion with the depth of body of the animal.
- 2. The legs should be well jointed and smoothly blended, allowing for ease of movement and soundness over a long, productive life.
- 3. Legs and hooves should exhibit adequate bone and size in proportion to the overall size of the animal, neither appearing too thick or too thin.
- 4. The front legs should be straight: the point of the shoulder, knee, pastern, and hoof should form a straight imaginary line from the point of the shoulder to the toe of the foot while viewing from the front of the animal.
- 5. The rear leg should form an imaginary line from the hip bone, down to the hock, and dropping down to the dewclaw when viewed from the side or rear of the animal.
- 6. Pasterns should be strong and medium length with at least a 45-degree angulation from the top of the rear hoof line to the dewclaw, when viewed from the side, while on the move or standing.
- 7. Hooves should be well formed, as dark as possible, and point directly forward when viewed.

8. **Faults:**

- a. Any deformities or abnormalities in the structure of the feet or legs
 - i) Knock Knees
 - ii) Buck Knees
 - iii) Calf Knees
 - iv) Bandy Legs
 - v) Pastern too short
 - vi) Pastern too long
 - vii) Sickie Hocked
 - viii) Post Legged (too straight in the hocks)
- b. Any deformities or abnormalities in the hooves
- c. Legs that are too straight
- d. Legs that are too weak
- e. Legs lacking sufficient bone/size in proportion to the animal's body
- f. Hooves pointing inward or outward
- g. Splayed toes

9. **Disqualifications:**

- a. Any foot or leg fault that adversely affects the animal's gait or causes lameness
- b. Pasterns so weak as to cause the dewclaws to drop below a 45-degree angulation from the top of the rear hoof line to the dewclaws while on the move or standing
- c. Any extreme occurrence of an aforementioned Fault

F. Skin and Coverings

- 1. The skin should be loose and supple, with short, glossy hair preferred.
- 2. A limited amount of winter down or undercoat will be acceptable during the winter months, especially in colder environments.
- 3. Fullblood Does less than 6 months of age are required to have at least 50% pigmentation on the hairless area under the tail.
 - a. This includes around the anus and vulva.
 - b. 100% pigmentation is preferred.
- 4. Fullblood Does 6 months of age and older are required to have at least 75% pigmentation on the hairless area under the tail.
 - a. This includes around the anus and vulva.
 - b. 100% pigmentation is preferred.
- 5. **Faults:**
 - a. Excess skin on the neck, under the jaw (Dewlap), resulting in the animal having a less clean/feminine appearance
 - b. Hair too long
 - c. Hair too coarse
- 6. **Disqualifications:**
 - a. Does under 6 months of age with less than 50% pigmentation on the hairless area under the tail
 - b. Does 6 months of age and older with less than 75% pigmentation on the hairless area under the tail

G. Reproductive Organs

1. Does should have a well-formed udder with good fore and rear attachment: the udder should be well supported throughout the productive life of the doe, with the floor of the udder at or above the level of the hocks.
2. It is important that the udder is constructed so that the offspring can nurse unassisted.
3. IDEAL teat structures consist of either one or two, well separated, functional teats on each half of the udder.
4. ACCEPTABLE teat structures consist of no more than two functional teats per side and may include:
 - a. One or more non-functional teats with no more than one additional non-functional teat or protrusion attached to the main teat, as long as it does not interfere with or prevent nursing.
 - b. A split teat with two distinctly separate teats and orifices, when at least 50% of the body of the teat is separated.
 - i) Counts as two functional teats per side allowed.
 - c. Only one of the two functional teats per side can contain two milk channels (Double Orifice) with a smooth or rounded end, and with no sign of a dimple or division between the orifices.
5. Refer to the TEAT DIAGRAM and pictures for additional information on teat structures.
6. Does must have kidded or show evidence of visible udder formation consistent with late-term pregnancy by 24 months of age
7. **Faults:**
 - a. Infantile or underdeveloped vulva by 24 months of age
 - b. Udder and teat abnormalities or defects
 - c. Poorly attached or pendulous udder
8. **Disqualifications:**
 - a. Any udder or teat structure that prevents a newborn kid from nursing unassisted
 - b. More than two functional teats on one half of the udder
 - c. Split teat when less than 50% of the body of the teat is separated
 - d. Additional, functional teat(s) attached to the main teat
 - e. More than two milk channels in one teat
 - f. Bulbous teats
 - g. A doe that has not kidded, nor is showing evidence of visible udder formation consistent with late-term pregnancy, by 24 months of age
 - h. Any extreme occurrence of an aforementioned Fault

H. Coloration

1. The traditional Boer Goat is white bodied with a red head, but no preference is given to any hair color.

III. Fullblood Bucks

A. Head

1. A Fullblood Buck should have a prominent, strong head with brown eyes that give a soft, gentle look to the face. They should not have an untamed or wild

look. A Fullblood Buck should exhibit an ennobled, Roman Nose consisting of a gentle curve, wide nostrils, and a well-formed mouth with well-opposed jaws. Fullblood Bucks should have a strong, masculine appearance about their heads.

2. The forehead should be prominent and form an even curve linking the nose and horns.
3. Horns should be: dark, round, strong, of moderate length, positioned well apart, and have a gradual backward curve before turning outward symmetrically.
 - a. In the cases of a broken horn due to a naturally occurring accident (fighting with other animals, head getting stuck, etc.) where the other horn is still intact, no discrimination is to be placed upon the animal.
 - b. If both horns get broken but one or both are showing signs of regrowth and repair, no discrimination is to be placed upon the animal.
4. The horns should be well spaced from the back of the neck to allow for full range of motion, without rubbing the neck at maturity.
5. Ears should be smooth and pendulous with no folds or pinches at the base of the ear canal, and with enough length to lay smoothly against the head without interfering with the eye.
 - a. In the case of one or both ears of the animal being short due to a naturally occurring accident (frostbite, dog attacks, etc.), and neither ear exhibits any other disqualifying factors at the ear canal, the animal is not to be discriminated against.
6. The front of the upper dental pad must touch all incisors, at any point on the tooth above the gum, until the goat is 24 months of age.
7. After 24 months of age, and allowance of up to $\frac{1}{4}$ of an inch beyond the upper dental pad is permitted for incisor teeth.
 - a. A bite and jaw that fit correctly are still preferred, however.
8. Teeth must erupt in the proper sequential order.
9. Deciduous (baby) teeth that have been shed prior to the eruption of permanent teeth are not to be discriminated against.
 - a. Neither should deciduous (baby) teeth that have not yet been shed, before the corresponding permanent tooth is fully in place, be discriminated against.
10. There should be no more than 8 incisors present in the goat's mouth; unless there is a deciduous (baby) tooth still present as a result of the natural shedding process that has yet to fall out.
11. The first two incisors should be erupted by no later than 24 months of age.
12. **Faults:**
 - a. Dished or concave forehead/face
 - b. Bulging or wild eyes
 - c. Flat, straight, or wild type horns (elevated too far off the back of the head/neck)
 - d. Horns positioned too close together
 - e. Horns that grow too close/tight to the head or neck
 - f. Erect or airplane ears

- g. Jaw too pointed
- h. Shallow lower jaw
- i. Twisted, crooked, or overlapping permanent teeth
- j. A head that is too small/refined in proportion to the rest of the body, giving a more feminine appearance

13. **Disqualifications:**

- a. Wry or twisted face
- b. Cleft palate
- c. Blue eyes
- d. Naturally Polled Horns
- e. Dehorned
- f. Ear folded lengthwise (from the top at the ear canal, down to the tip)
- g. Ear crimped or narrowed at the base (ear canal)
- h. Elf or Gopher Ears
- i. Shortened lower jaw (parrot mouth)
- j. The front of the upper dental pad does not touch all incisors at any point on the teeth above the gums, prior to 24 months of age
- k. Incisor teeth protruding more than $\frac{1}{4}$ of an inch beyond the upper dental pad, after 24 months of age
- l. Teeth not erupting in proper sequential order or position
- m. More than 8 incisors when additional teeth are not the result of the natural shedding process of deciduous (baby) teeth
- n. Any extreme occurrence of an aforementioned Fault

B. Neck and Forequarters

- 1. The neck should be of moderate length and in proportion to the overall length of the goat's body.
- 2. Fullblood Bucks should have heavily muscled necks displaying masculinity.
- 3. Fullblood Bucks should display heavier muscling through the neck and forequarters than Does.
- 4. Shoulders should be fleshy and proportional to the body, without excessive looseness or protrusion of the shoulder blades.
- 5. The top of the shoulders should be broad, well rounded, and not come to a point.
- 6. The forequarters should be well muscled and blend smoothly into the knee.

7. **Faults:**

- a. Neck too short, too long, or too thin
- b. Excessive movement/looseness in the shoulder blades
- c. Sternum protruding excessively in the brisket
- d. Chest too narrow, too shallow, or too wide to the point that it causes the point of the elbow to be separated from the body
- e. Excess deposits of fat in the brisket area (wasty brisket)

8. **Disqualifications:**

- a. Any extreme occurrence of an aforementioned Fault

C. Body

1. The body should be boldly three-dimensional: exhibiting excellent length of loin, depth of body, and width across the top line all the way back from the hooks to the pins.
2. Fullblood Bucks should possess a more uniform depth of body from the heart girth back to the flank, favoring the heart girth.
 - a. This is an indication of masculinity and sufficient capacity for internal organs such as the heart and lungs, while also maintaining space in the flank for adequate rumen function.
3. The heart girth should provide ample respiratory capacity, and should not appear pinched when viewed from the side or top.
4. Ribs should be well sprung.
5. The loin should be well muscled, wide, deep, and long.
6. The top line should be level throughout with an abundance of muscle from the top of the shoulders through the front of the hip.
7. Animals should exhibit adequate body conditioning relative to their age and stage of production, but not be extremely thin or show accumulation of excessive fat deposits.
8. **Faults:**
 - a. Swayback
 - b. A break/excessive dip in the top line behind the shoulders
 - c. Narrow/poorly sprung rib shape
 - d. Inadequate muscling through the back and loin
 - e. Pinched heart girth
 - f. Inadequate depth in the heart girth and excessive depth in the flank, giving a more maternal and feminine appearance
 - g. Excessive fat deposits
9. **Disqualifications:**
 - a. Any extreme occurrence of an aforementioned Fault

D. Hindquarters

1. A Fullblood Buck's hip should be broad and long with a gentle slope from the hooks to the pin bones, with clearly defined and adequate width.
2. The base of the tail must be centered and straight.
 - a. The remainder of the tail may curve upward or to one side.
3. The area of the rear legs between the pin bones and down through the inner thigh should be well muscled, deep, full, and firm.
4. Both the inner and outer thighs should be deep, wide, and muscular.
5. There should be ample muscling extending beyond the stifle towards the hock.
6. A deep twist in Fullblood Bucks is desirable, showing length between the bottom of the anus and where the leg split defines the muscling of the inner thigh.
7. **Faults:**
 - a. Hip too steep
 - b. Hip too level
 - c. Short through the hip
 - d. Too narrow between the hooks and pins

- e. Lack of muscling
- f. Excessive deposits of fat (typically around the tail head)
- 8. **Disqualifications:**
 - a. Wry tail
 - b. Any extreme occurrence of an aforementioned Fault

E. Feet and Legs

- 1. The legs should be strong, well placed, and in proportion with the depth of body of the animal.
- 2. The legs should be well jointed and smoothly blended, allowing for ease of movement and soundness over a long, productive life.
- 3. Legs and hooves should exhibit adequate bone and size in proportion to the overall size of the animal, neither appearing too thick or too thin.
- 4. The front legs should be straight: the point of the shoulder, knee, pastern, and hoof should form a straight imaginary line from the point of the shoulder to the toe while viewing from the front of the animal.
- 5. The rear leg should form an imaginary line from the hip bone, down to the hock, and dropping down to the dewclaw when viewed from the side or rear of the animal.
- 6. Pasterns should be strong and medium length with at least a 45-degree angulation from the top of the rear hoof line to the dewclaw, when viewed from the side, while on the move or standing.
- 7. Hooves should be well formed, as dark as possible, and point directly forward when viewed.
- 8. **Faults:**
 - a. Any deformities or abnormalities in the structure of the feet and legs
 - i) Knock Knees
 - ii) Buck Knees
 - iii) Calf Knees
 - iv) Bandy Legs
 - v) Pastern too short
 - vi) Pastern too long
 - vii) Sickie Hocked
 - viii) Post Legged (too straight in the hocks)
 - b. Any deformities or abnormalities in the hooves
 - c. Legs that are too straight
 - d. Legs that are too weak
 - e. Legs lacking sufficient bone/size in proportion to the animal's body
 - f. Hooves pointing inward or outward
 - g. Splayed toes
- 9. **Disqualifications:**
 - a. Any foot or leg fault that adversely affects the animal's gait or causes lameness
 - b. Pasterns so weak as to cause the dewclaws to drop below a 45-degree angulation from the top of the rear hoof line to the dewclaws while on the move or standing
 - c. Any extreme occurrence of an aforementioned Fault

F. Skin and Coverings

1. The skin should be loose and supple, with short, glossy hair preferred.
2. Mature Fullblood Bucks should have a pleated appearance to the skin on the front of, and around, the neck.
3. A limited amount of winter down or undercoat will be acceptable during the winter months, especially in colder environments.
4. Fullblood Bucks less than 6 months of age are required to have at least 50% pigmentation on the hairless area under the tail.
 - a. This includes around the anus.
 - b. 100% pigmentation is preferred.
5. Fullblood Bucks 6 months of age and older are required to have at least 75% pigmentation on the hairless area under the tail.
 - a. This includes around the anus.
 - b. 100% pigmentation is preferred.
6. **Faults:**
 - a. Hair too long
 - b. Hair too coarse
7. **Disqualifications:**
 - a. Bucks under 6 months of age with less than 50% pigmentation on the hairless area under the tail
 - b. Bucks 6 months of age and older with less than 75% pigmentation on the hairless area under the tail

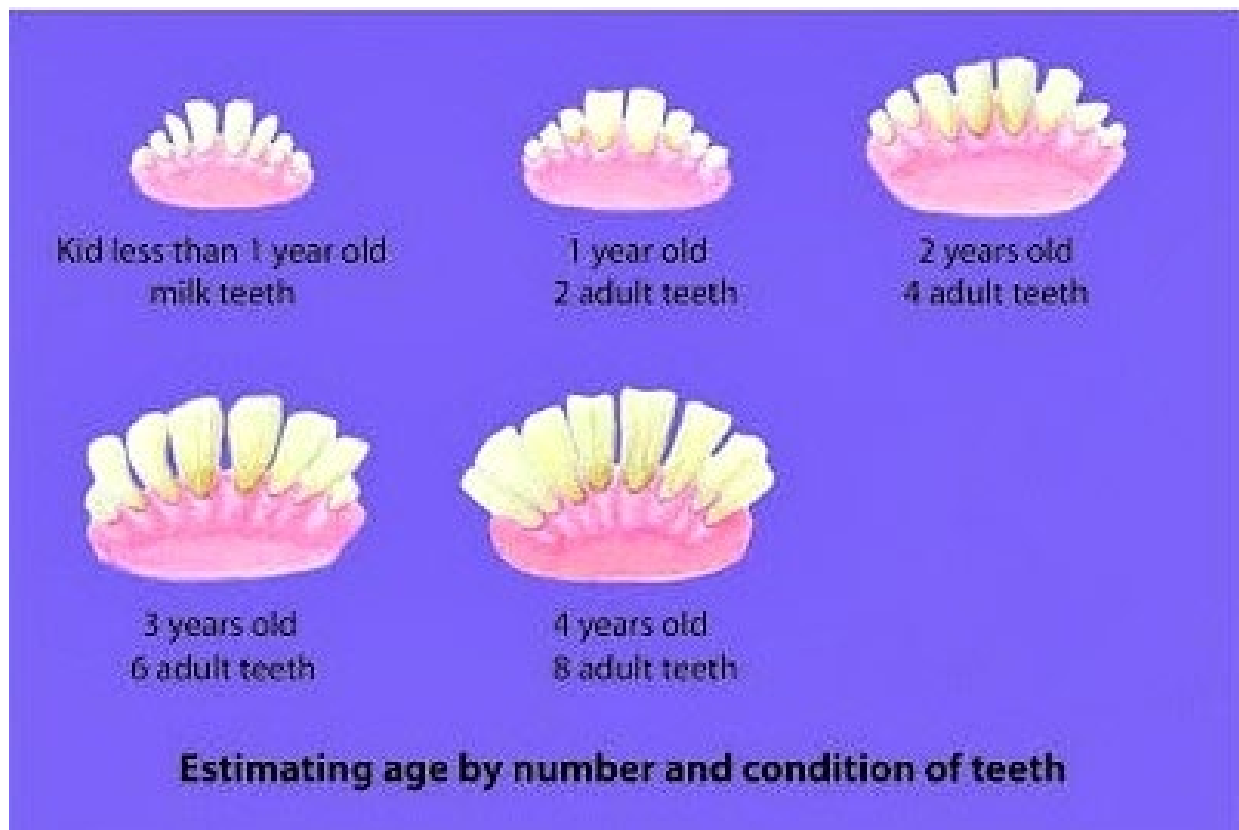
G. Reproductive Organs

1. Fullblood Bucks must have two large, well-formed, functional testicles of equal size in a single scrotum with a distinct epididymis.
2. A split in the apex of the scrotum of no greater than 1 inch in length is permitted, but not preferred.
3. The scrotum should be well attached and not overly pendulous.
4. The apex of the scrotum should hang straight from the attached area of the body without having any twisting from one or both testicles.
5. **Faults:**
 - a. Excessively pendulous scrotum that allows for potential damage
6. **Disqualifications:**
 - a. Undescended or missing testicle(s)
 - b. Underdevelopment of the testicles for the age of the animal
 - c. Abnormal or diseased testicle(s)
 - d. A split in the apex of the scrotum that exceeds 1 inch in length
 - e. Twisting of one or both testicles originating where the scrotum meets the body

H. Coloration

1. The traditional Boer Goat is white bodied with a red head, but no preference is given to any hair color.

American Boer Goat Association Teeth Eruption Diagram

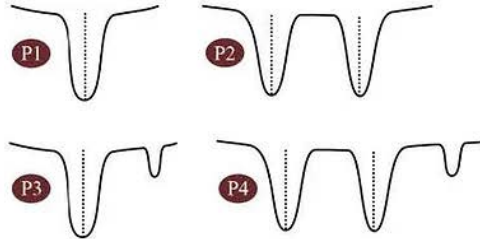


American Boer Goat Association Teat Chart

PREFERRED TEAT STRUCTURES

Preferred teat structures offer the newborn kid the best opportunity to nurse unassisted.

Preferred teat structures consist of either one or two, well-separated, functional teats on each half of the udder (P1, P2). One additional, non-functional teat further toward the doe's stomach is not discriminated against (P3, P4).

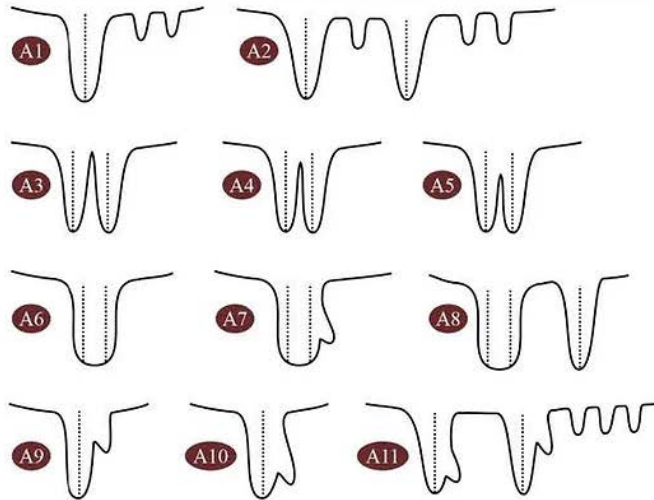


ACCEPTABLE TEAT STRUCTURES

Acceptable teat structures should allow the newborn kid the ability to nurse unassisted and must have no more than two functional teats on each half of the udder. Some acceptable teat structures may become disqualifying over the productive life of the doe if the teat becomes difficult or impossible to nurse unassisted.

Acceptable teat structures include:

- One or more non-functional teats in addition to functional teat(s) (A1, A2, A11)
- Split teats, when at least 50% of the body of the teat is separated (A3, A4, A5)
- Teats containing two milk channels with no sign of separation between teat channels (A6, A7, A8)
- Teats with one additional, non-functional teat attached to the main teat (A7, A9, A10, A11)

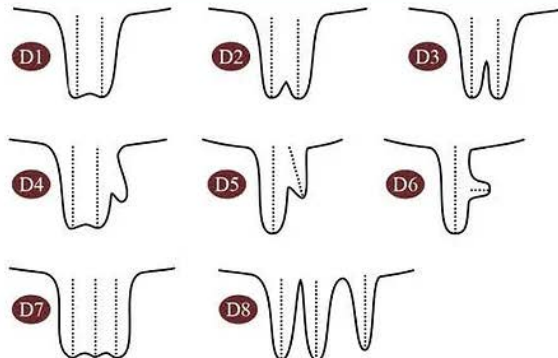


DISQUALIFYING TEAT STRUCTURES

Any teat structure that prevents a newborn kid from nursing unassisted is a disqualification.

Disqualifying structures include:

- Split teats, when less than 50% of the body of the teat is separated (D1, D2, D3, D4)
- Teats with additional, functional teat(s) attached to the main teat (D5, D6)
- Teats with more than two milk channels (D7)
- More than two functional teats on one half of the udder (D7, D8)
- Bulbous teats, or the complete lack of a milk channel on one half of the udder



American Boer Goat Association
Board of Directors
Scheduled Meeting via Zoom Call
March 14, 2023
Meeting Began at 7:00pm CST

- I. February 15, 2023 BOD Zoom Meeting Minutes Approval
A. Minutes from the Board of Directors Zoom Meeting on February 15, 2023 were emailed to all directors and the Office Manager of the ABGA for review and approval

Leah Maertens moves to approve the BOD Zoom Meeting Minutes dated February 15, 2023 via electronic communication on February 26, 2023. Lane Reigle sec. Roll Call Vote.

For: Leah Maertens, Lane Reigle, Kim Morgan, Amy Scharmer, Mike Reis, Kevin Richmond, Rosalinda Vizina, David Carwell, Katherine Klug, Sam Knott, BJ Carbino, Chuck Fitzwater, Jacob Tipton, Gage Taylor

Against:

Abstain:

Motion Passes

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

A. Roll Call

Directors Present:	Leah Maertens R-3	Kevin Richmond R-4
	David Carwell R-6	Gage Taylor R-7
	Katherine Klug R-7	Sam Knott R-8
	Kim Morgan R-9	BJ Carbino R-10
	Amy Scharmer R-11	Jacob Tipton R-13
	Lane Reigle R-14	

Directors Absent:	Rosalinda Vizina R-1	Mike Reis R-5
	Chuck Fitzwater R-12	

Staff Present:	Office Manager Brenda McCary
	Youth Coordinator Hannah Jenkins

Special Guest:	Don McKee (<i>Reed, McKee & Co., P.C.</i>)
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B. Agenda

1. The board reviewed the Agenda for the evening's meeting

David Carwell moves to approve the Agenda for the March 14, 2023 BOD Zoom Meeting. Katherine Klug sec. Voice Vote.

Unanimous

Motion Passes

Rosalinda Vizina R-1 joined the call at approximately 7:03pm CST

C. National Show Judges

1. The ballot tallies for the National Show Judges vote were presented by Don McKee of *Reed, McKee & Co., P.C.*

2. 137 ballots were received for the ABGA National Show Judges
 - a. The team of Chris Fleming, Corey Billups, and Justin Burns received a total of 67 votes
 - b. The team of Chris Shaffett, Terry Burks, and Cooper Bounds received a total of 35 votes
 - c. The team of Sherri Stephens, John Tart, and Larry Epting received a total of 31 votes

Chris Fleming, Corey Billups, and Justin Burns will be the judges for the 2023 ABGA National Show.

3. 64 ballots were received for the JABGA National Show Judges
 - a. The team of Olivia Rush and Alyssa Dugat received a total of 35 votes
 - b. The team of Josh Stephans and Linda West received a total of 16 votes
 - c. The team of Ron Dilley and Justin Burns received a total of 10 votes
 - d. The team of Larry Epting and John Tart received a total of 2 votes

Olivia Rush and Alyssa Dugat will be the judges for the 2023 JABGA National Show.

4. 64 ballots were received for the JABGA Bred and Owned National Show and Breeding Showmanship Judge
 - a. Jeremy Church received a total of 16 votes
 - b. Alyssa Dugat received a total of 11 votes
 - c. John Tart received a total of 10 votes
 - d. Larry Epting received a total of 9 votes
 - e. Justin Burns received a total of 6 votes
 - f. Billy Hubler received a total of 4 votes
 - g. Kyle Tate received a total of 4 votes
 - h. Sherri Stephens received a total of 3 votes
 - i. Warren Thigpen received a total of 1 vote

Jeremy Church will be the judge for the 2023 JABGA Bred and Owned National Show and Breeding Showmanship.

5. 64 ballots were received for the JABGA National Market Show, Commercial Doe Show, and Market Showmanship Judge
 - a. Justin Burns received a total of 17 votes
 - b. Crede Garriott received a total of 13 votes
 - c. John Romero received a total of 10 votes
 - d. Chad Coburn received a total of 9 votes
 - e. Sherri Stephens received a total of 6 votes
 - f. Timothy Hubbard received a total of 4 votes
 - g. Chris Fleming received a total of 2 votes
 - h. John Tart received a total of 1 vote
 - i. Warren Thigpen received a total of 1 vote
 - j. Noah Henson received a total of 1 vote

Crede Garriott will be the judge for the 2023 JABGA National Market Show, Commercial Doe Show, and Market Showmanship.

6. Having had high vote totals in two separate categories, Justin Burns was given the option of which show he would like to judge and chose the ABGA National Show. The JABGA National Market Show, Commercial Doe Show, and Market Showmanship then went to the individual with the second highest vote tally, Crede Garriott.

The ABGA Board of Directors would like to thank Don McKee for joining the call and providing the ballot tallies for the judges for the 2023 ABGA and JABGA National Shows. Don McKee left the call at approximately 7:13pm CST

BJ Carbino moves to accept the ballot tally findings of Reed, McKee & Co., P.C. for the 2023 ABGA and JABGA National Shows. Jacob Tipton sec. Roll Call Vote.

For: Leah Maertens, Kevin Richmond, David Carwell, Gage Taylor, Katherine Klug, Sam Knott, Kim Morgan, BJ Carbino, Amy Scharmer, Jacob Tipton, Lane Reigle

Against:

Abstain: Rosalinda Vizina

Motion Passes

Janet Jordy (Jordy Drug Testing) joined the call at approximately 7:18pm CST

D. National Show Drug Testing Policy

1. ABGA will be reserving the right to pull random urine and blood samples across the classes of the ABGA and JABGA National Shows
 - a. Urine samples are more concentrated
 - b. Blood samples provide a more accurate timeline of when drugs were administered

Chuck Fitzwater R-12 joined the call at approximately 7:24pm CST

2. Medication report
 - a. Putting a timeline into the medication report
 - b. Any prescription drug administered after June 5, 2023 must be done by a vet
3. Blood samples will need to be kept at 34 degrees Fahrenheit if not being tested within 8 hours of being drawn
4. Policy priorities
 - a. What about medicating while traveling long distance when a veterinarian is not available if an animal gets ill?
5. The policy needs to be "All In or All Out"
 - a. Can't make exceptions here and there
 - b. Need to be Zero Tolerance on all drugs and medications related to performance enhancement of any kind

A Straw Poll was held for whether the Drug Testing Policy should be an “All In or All Out” policy. (A “Yes” vote is standing for the policy to be “All In”/Zero Tolerance. A “No” vote is standing for the policy to be “All Out”/doing away with drug testing.)

Yes: Rosalinda Vizina, Leah Maertens, Kevin Richmond, David Carwell, Gage Taylor, Katherine Klug, Sam Knott, Kim Morgan, BJ Carbino, Amy Scharmer, Jacob Tipton, Lane Reigle, Chuck Fitzwater

No:

David Carwell moves to have a Zero Tolerance Drug Testing Policy at the ABGA/JABGA National Shows. BJ Carbino sec. Voice Vote.

Unanimous

Motion Passes

The ABGA Board of Directors would like to thank Janet Jordy for joining the call and allowing the Board to ask her questions regarding the Drug Testing Policy as well as giving her professional input.

Janet Jordy left the call at approximately 8:02pm CST

E. National Show

1. Coni Ross Memorial Class

- a. Criteria will be more production based/more in line with Coni’s ideals around how a goat should be
- b. Ideas on production recording for class
- c. Will be open to any Fullblood, Purebred, or Percentage does over 5 years of age

BJ Carbino moves to accept the recommendation from the National Show Committee for the Coni Ross Memorial Class. Jacob Tipton sec. Voice Vote.

Unanimous

Motion Passes

2. National Show Rules

- a. Wording updates
- b. Class break updates

3. National Show Schedule

- a. JABGA Regional/Contest Awards subject to change based on how long show goes

Jacob Tipton moves to accept the proposed National Show Schedule. Sam Knott sec. Voice Vote.

Unanimous

Motion Passes

Discussion: Board feels the JABGA Regional/Contest Awards should be held during the banquet regardless of schedule as that’s what they feel the banquet is for.

4. Buck Wall

- a. Committee is looking over the proposed idea for final review

- b. Chance for breeders to market bucks
- 5. Interns
 - a. Office got budget together for cost of 1-2 vs. 3-4
 - b. ABGA would cover hotel/meal per Diem
 - c. ABGA would not be covering travel
 - d. Recommending 2-4 interns to help with the office during Nationals and weighing animals

Katherine Klug moves to include 2 interns in the budget for the 2023 ABGA/JABGA National Shows. Jacob Tipton sec. Voice Vote.

Unanimous

Motion Passes

Discussion: Interns were discussed in the previous meeting. The extra help would be an asset to the office staff at the National Show.

- 6. Weaver Contract and Prizes
 - a. 4 Pro Air Blowers for
 - i) 3 for Breeding Showmanship Winners
 - ii) 4th as an “Unlock a Lock” prize (random draw prize)
- 7. Members are donating Weaver stands for the Market Showmanship champions
- 8. RSG sponsoring the holding area pen
- F. ABGA and JABGA Board of Directors Nominations
 - 1. Received nominations for all of the ABGA Board seats coming up for election
 - 2. Did not receive a nomination for the JABGA Area 1 seat
- G. DNA
 - 1. Getting pricing to look over
 - 2. Beta Testing
 - 3. Neogen pricing
 - a. Extra fee if using hair for DNA
 - b. No extra fee if testing through blood or SNP
 - c. \$10 optional Scrapie Test Add-On
- H. Breed Standards
 - 1. Working on the teat chart and looking into Committee suggestions
 - a. Survey to the membership if bucks should have their teats inspected like does do
 - i) Additionally, should buck teats only be checked up to a certain age with the interest of safety for animals, exhibitors, and judges? (i.e. only check up to a year and a half old)
 - b. Allow membership to send ideas/own diagrams for teat chart to Committee Chair for the Committee to look through and pull ideas from in the clean up
 - 2. Percentage Does
 - a. Why are naturally polled Percentages allowed?
 - i) Breed Standards Committee will discuss at their next meeting

Rosalinda Vizina moves to enter Executive Session at 8:42pm CST. David Carwell sec. Voice Vote.

Unanimous

Motion Passes

Kevin Richmond moves to leave Executive Session at 8:51pm CST. David Carwell sec. Voice Vote.

Unanimous

Motion Passes

Discussion: The clarification of the standard regarding Percentage Does having “Elf/Gopher” Ears was discussed, as well as membership displeasure seen on social media platforms.

- I. Bylaws
 - 1. Meeting this week to finalize the ballot
 - 2. Comments from lawyer on slight changes that should be made
- J. Education, Marketing, Member Relations and Benefits
 - 1. Digital magazine after Nationals
 - a. See if there is interest in a printed magazine/advertisements afterwards
 - b. Ideas for educational pieces
 - c. JABGA Nationals Scrapbook in the digital magazine

Leah Maertens moves to add Rosalinda Vizina to the Education, Marketing, Member Relations and Benefits Committee. Gage Taylor sec. Voice Vote.

For: 13 votes

Against:

Abstain: 1 vote

Motion Passes

- 2. Working on Mission Statement
- K. Finances
 - 1. Registrations through February within 2% of 2022
 - 2. Lacking in Adult Memberships compared to last year
 - 3. Income for the first two months of the year is up
 - 4. Expenses are down for the first two months of the year
 - 5. Investment Strategy Policy still being worked on
 - 6. Still working on 2021 Audit
- L. Judges
 - 1. 3 Judges still need to send in renewal requirements

BJ Carbino moves to enter Executive Session at 9:13pm CST. Jacob Tipton sec. Voice Vote.

Unanimous

Motion Passes

Jacob Tipton moves to leave Executive Session at 9:17pm CST. BJ Carbino sec. Voice Vote.

Unanimous

Motion Passes

Discussion: Which 3 judges need to finish their renewals

- M. Future National Show Site
 - 1. Contract signed for 2024
 - 2. Going start looking at sites for 2025-2026
- N. Sanctioned Shows
 - 1. Chair was absent from meeting and Co-chair missed last committee meeting
- O. Youth and Regionals
 - 1. Perry, GA show just took place
 - a. Numbers were up from last year
 - b. Overall the show went well
 - 2. California Regional is next
 - 3. Interest being shown already for shows into next year

Katherine Klug left the call at approximately 9:15pm CST

- 4. Hoping to have next year's schedule by Nationals
- P. Office
 - 1. AGF
 - a. Conference Call recently
 - b. Up for continuing the relationship we have
 - c. Going to continue our contract with them
 - d. David Carwell is our representative on their board
 - 2. Podcast
 - a. Office is capable
 - b. YouTube & Zoom?
 - c. Could do it remotely by phone
 - d. Ideas for first podcast
 - i) Introduce the office staff
 - ii) Expand on iCompete
 - iii) Show how to fill out a registration form
 - 3. Ambassador of the Breed
 - a. Do it the same way as last year

David Carwell left the call at approximately 9:37pm CST

- 4. Discussion of membership displeasure with the \$10 processing fee for flush forms
- 5. Randy Bernhardt will be on the April meeting
 - a. Watch to see where we need advised
- 6. New hires in the office
 - a. Help in registrations/PR work

Chuck Fitzwater moves to enter Executive Session at 9:51pm CST. Gage Taylor sec. Voice Vote.

Unanimous

Motion Passes

Chuck Fitzwater moves to leave Executive Session at 9:57pm CST. Sam Knott sec. Voice Vote.

Unanimous

Motion Passes

Discussion: Member complaint made to a Director.

Jacob Tipton moves to adjourn at 9:58pm CST. BJ Carbino sec. Voice Vote.

Unanimous

Motion Passes

Respectfully Submitted,

Lane Reigle

ABGA Secretary

American Boer Goat Association
Board of Directors
Scheduled Meeting via Zoom Call
April 11, 2023
Meeting Began at 7:00pm CST

- I. March 14, 2023 BOD Zoom Meeting Minutes Approval
 - A. Minutes from the Board of Directors Zoom Meeting on March 14, 2023 were emailed to all directors and the Office Manager of the ABGA for review and approval

Leah Maertens moves to approve the BOD Zoom Meeting Minutes dated March 14, 2023 via electronic communication on March 16, 2023. Lane Reigle sec. Roll Call Vote.

For: Leah Maertens, David Carwell, Kim Morgan, Sam Knott, Lane Reigle, Gage Taylor, Amy Scharmer, Mike Reis, Jacob Tipton, BJ Carbino, Chuck Fitzwater, Kevin Richmond, Rosalinda Vizina

Against:

Abstain: Katherine Klug (left the call early)

Motion Passes

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

- A. Roll Call

Directors Present:	Rosalinda Vizina R-1	Leah Maertens R-3
	Kevin Richmond R-4	Mike Reis R-5
	Katherine Klug R-7	Sam Knott R-8
	Kim Morgan R-9	BJ Carbino R-10
	Chuck Fitzwater R-12	Jacob Tipton R-13
	Lane Reigle R-14	
Directors Absent:	David Carwell R-6	Gage Taylor R-7
	Amy Scharmer R-11	
Staff Present:	Office Manager Brenda McCary	
	Youth Coordinator Hannah Jenkins	
Special Guest:	Randy Bernhardt (Bernhardt Consulting Co.)	

- B. Agenda

- 1. The board reviewed the Agenda for the evening's meeting

Mike Reis moves to approve the Agenda for the April 11, 2023 BOD Zoom Meeting. Jacob Tipton sec. Voice Vote.

Unanimous

Motion Passes

Amy Scharmer R-11 joined the call at approximately 7:05pm CST

- C. Treasurer's Report

- 1. January-March

- a. Keeping a similar trend as the year progresses thus far

- b. Expenses down from last year
- 2. Off last year's numbers by 630 memberships currently
- 3. Income from transfers and registrations is within 2-3% of last year
- 4. Net revenue is ahead of last year
- 5. Still working on long term investment plan
- 6. Recommend investing in money market account

Kim Morgan moves to invest a total of 1.2 million dollars in a money market account. Chuck Fitzwater sec. Voice Vote.

Unanimous

Motion Passes

Discussion: do we need to be worried about not being FDIC insured? (it was looked into, shouldn't be an issue)

Mike Reis moves to accept the Treasurer's Report. Jacob Tipton sec. Voice Vote.

Unanimous

Motion Passes

- D. Randy Bernhardt (Bernhardt Consulting Co.)
 - 1. Board of Directors Position Description
 - a. Bylaws Change?
 - b. 2 consecutive, 3 year terms followed by a minimum 1 year off of the board
 - 2. Orientation Plan
 - a. Help provide new directors with info so they aren't walking onto the board not knowing what's going on
 - 3. Sitting on the meeting to see how business is normally conducted and give opinions and pointers to improve efficiency
- E. National Show
 - 1. Vet
 - a. Received bid from Dr. Onan
 - b. Kim talking to Kentucky vet to get bid from them
 - 2. Drug Testing Policy
 - a. Finalized "Zero Tolerance" policy and sent to the board for their review
 - b. Want to get it out and in front of members as soon as much as possible so they are familiar with it

Katherine Klug moves to accept the proposed Drug Testing Policy and Report Form. BJ Carbino sec. Voice Vote.

Unanimous

Motion Passes

- 3. Using Showman App for Nationals since iCompete is still in the works
- 4. Continuing to work on sponsorships

Gage Taylor R-7 joined the call at approximately 7:31pm CST

- F. Breed Standards
 - 1. Working on overhauling the Teat Chart
 - 2. Survey was sent out to the membership asking if they desired buck teats to be checked at shows
 - a. From the day the survey was available on April 7, 2023 until the time of this meeting (7:00pm CST, April 11, 2023) there were 424 responses submitted
 - i) 220 votes for No
 - ii) 204 votes for Yes
- G. Bylaws and Rules
 - 1. Review of Bylaws Ballot
 - a. Add item for term limits?

Jacob Tipton moves to add the recommendation from Randy Bernhardt that directors only be permitted to serve 2 consecutive, 3 year terms before having to leave the board for a minimum of 1 year to the Bylaws Change Ballot. Mike Reis sec. Voice Vote.

Unanimous

Motion Passes

- 2. Committee will get the addition worded and added to the ballot at their meeting later this week
- 3. Looking into whether the Junior Ennoblement Program mirrors the Open Ennoblement too closely
- H. DNA
 - 1. Still working at gathering the test samples for the trial run
- I. Education, Marketing, Member Relations and Benefits
 - 1. Working on the mission statement
 - 2. Working on the digital magazine

Randy Bernhardt left the call at 8:26pm CST

The Board of Directors would like to thank Randy Bernhardt for his time to give his professional opinions and insight to help us function more effectively as a Board.

- 3. "History of ABGA" Project
- J. Judges
 - 1. All but one of the judges are now renewed
 - a. The 1 who is not is being removed from the Certified Judges List
- K. Future National Show Site
 - 1. Looking into the possibility of Reno, NV
- L. Sanctioned Shows
 - 1. Looking into the purebred split of where they should show
 - 2. Looking into the idea of percentage buck classes
- M. Youth and Regionals
 - 1. California Regional was held recently
 - a. Continue to struggle getting numbers in that area
 - b. Maybe the time of year is the reason?

- c. There's work to be done
- 2. Texas Regional is this weekend
- 3. Need to work on sponsorships for the Fall shows
- N. Code of Ethics
 - 1. Final paragraph of the Code
 - a. There are parts of it we aren't actually capable of enforcing
 - 2. The layout of the Code of Ethics needs work

Chuck Fitzwater moves to send to the Bylaws and Rules Committee for review. Jacob Tipton sec. Voice Vote.

Unanimous

Motion Passes

Jacob Tipton moves to add Rosalinda Vizina to the Bylaws and Rules Committee. Leah Maertens sec. Voice Vote.

Unanimous

Motion Passes

- O. AGF
 - 1. Interest in having an educational booth at Nationals
 - 2. Looking to help with the cost of the additional Scrapie option on the DNA

Kim Morgan moves to give the American Goat Federation booth space at the 2023 JABGA/ABGA National Show for educational purposes. Chuck Fitzwater sec. Voice Vote.

Unanimous

Motion Passes

- P. Office
 - 1. Renewal postcards
 - 2. Working on annual member meeting agenda
 - 3. Ambassador of the Breed

Gage Taylor moves to nominate Randy and Cindy Dusek for the Ambassador of the Breed for 2023. Amy Scharmer sec. Voice Vote.

Unanimous

Motion Passes

- 4. Past Ambassadors of the Breed on the Buck Wall
 - a. Larger banners will be produced and hung amongst the buck banners to honor past recipients of the award

BJ Carbino moves to approve the Ambassador of the Breed banner idea. Jacob Tipton sec. Voice Vote.

Unanimous

Motion Passes

5. iCompete
 - a. Working on figuring out the system
 - b. Office recommends getting a color printer to allow for easier printing of registrations with the new system

Sam Knott moves to change the leased printer at the office out for a color printer. Gage Taylor sec. Voice Vote.

Unanimous

Motion Passes

6. ABRI is allowing names over 32 characters long through
 - a. The office is working at catching any that slip through
7. Junior Areas with only 1 candidate for director do not get a ballot sent to them
 - a. But Open Regions with only 1 candidate for director do as a result of the Bylaws

Kevin Richmond moves to adjourn at 9:40pm CST. Katherine Klug sec. Voice Vote.

Unanimous

Motion Passes

Respectfully Submitted,
Lane Reigle
ABGA Secretary

American Boer Goat Association
Board of Directors
Scheduled Meeting via Zoom Call
May 9, 2023
Meeting Began at 7:00pm CST

- I. April 11, 2023 BOD Zoom Meeting Minutes Approval
 - A. Minutes from the Board of Directors Zoom Meeting on April 11, 2023 were emailed to all directors and the Office Manager of the ABGA for review and approval

Katherine Klug moves to approve the BOD Zoom Meeting Minutes dated April 11, 2023 via electronic communication on April 17, 2023. Jacob Tipton sec. Roll Call Vote.

For: Rosalinda Vizina, BJ Carbino, Leah Maertens, Katherine Klug, Kim Morgan, Jacob Tipton, Kevin Richmond, Sam Knott, Gage Taylor, Chuck Fitzwater, Amy Scharmer, Mike Reis, Lane Reigle

Against:

Abstain: David Carwell (absent from meeting)

Motion Passes

- II. The meeting was called to order by President Ken Baty R-2
 - A. Roll Call
 - Directors Present:

Rosalinda Vizina R-1	Leah Maertens R-3
Kevin Richmond R-4	David Carwell R-6
Katherine Klug R-7	Gage Taylor R-7
Sam Knott R-8	Kim Morgan R-9
BJ Carbino R-10	Amy Scharmer R-11
Chuck Fitzwater R-12	Jacob Tipton R-13
Lane Reigle R-14	

 - Staff Present: Office Manager Brenda McCary
Youth Coordinator Hannah Jenkins
 - Special Guest: Don McKee (*Reed, McKee & Co., P.C.*)
 - B. Agenda
 - 1. The board reviewed the Agenda for the evening's meeting and decided to move Don McKee further up the agenda so he could leave earlier
 - C. ABGA and JABGA Directors Ballots
 - 1. The ballot tallies for the ABGA and JABGA Board of Directors vote were presented by Don McKee of *Reed, McKee & Co., P.C.*
 - 2. Don McKee reviewed the procedures for the ballot count
 - 3. Region 1: 20 ballots received
 - a. Rosalinda Vizina was the only candidate: 20 votes
 - i) Rosalinda Vizina wins the Region 1 election
 - 4. Region 6: 42 ballots received
 - a. Lauren Green: 19 votes
 - b. Tara Hicks: 13 votes
 - c. David Carwell: 10 votes

- i) Lauren Green wins the Region 6 election
- 5. Region 10: 46 ballots received
 - a. Kim Veal: 20 votes
 - b. William J Carbino: 14 votes
 - c. Chris Shaffett: 12 votes received
 - i) Kim Veal wins the Region 10 election
- 6. Region 11: 19 ballots received
 - a. Amy Scharmer: 15 votes
 - b. Dan Elliott: 4 votes
 - i) Amy Scharmer wins the Region 11 election
- 7. Region 12: 14 ballots received
 - a. Chuck Fitzwater was the only candidate: 14 votes
- 8. Region 13: 64 ballots received
 - a. Brad Mackey: 24 votes
 - b. Zebulon T James: 23 votes
 - c. Rodney Little: 12 votes
 - d. Janee Norman: 5 votes
 - i) Brad Mackey wins the Region 13 election
- 9. Region 14: 20 ballots received
 - a. Cameron Drew was the only candidate: 20 votes
- 10. JABGA Area 2: 65 ballots received
 - a. Kate Schaefer: 39 votes
 - b. Natalye Scholl: 25 votes
 - c. Trell Amoss: 1 vote
 - i) Kate Schaefer wins the JABGA Area 2 election
- 11. JABGA Area 3: 37 ballots received
 - a. Amber Schroeder: 21 votes
 - b. Avery Holman: 16 votes
 - i) Amber Schroeder wins the JABGA Area 3 election

The ABGA Board of Directors would like to thank Don McKee for joining the call and providing the ballot tallies for the election winners for the ABGA and JABGA Board of Directors.
Don McKee left the call at 7:09pm CST

Kevin Richmond moves to accept the ballot tally findings of Reed, McKee & Co., P.C. for the ABGA Board of Directors election. Jacob Tipton sec. Voice Vote.

For: 9 votes

Against:

Abstain: Rosalinda Vizina, David Carwell, BJ Carbino, Amy Scharmer, Chuck Fitzwater (all candidates on the ballots)

Motion Passes

Kevin Richmond moves to accept the ballot tally findings of Redd, McKee & Co., P.C. for the JABGA Board of Directors election. Jacob Tipton sec. Voice Vote.

For: 13 votes

Against:

Abstain: Kim Morgan

Motion Passes

Lane Reigle moves to adjourn at 7:15pm CST. Kevin Richmond sec. Voice Vote.

Unanimous

Motion Passes

Respectfully Submitted,
Lane Reigle
ABGA Secretary

American Boer Goat Association
Board of Directors
Scheduled Meeting via Zoom Call
May 9, 2023
Meeting Began at 7:15pm CST

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

A. Roll Call

Directors Present:	Rosalinda Vizina R-1	Leah Maertens R-3
	Kevin Richmond R-4	Mike Reis R-5
	David Carwell R-6	Katherine Klug R-7
	Gage Taylor R-7	Sam Knott R-8
	Kim Morgan R-9	BJ Carbino R-10
	Amy Scharmer R-11	Chuck Fitzwater R-12
	Jacob Tipton R-13	Lane Reigle R-14
Staff Present:	Office Manager Brenda McCary	
	Youth Coordinator Hannah Jenkins	

BJ Carbino moves to approve the minutes from the night's earlier meeting. Amy Scharmer sec. Voice Vote.

For: 13 votes

Against: David Carwell

Abstain:

Motion Passes

B. Treasurer's Report

1. April was a strong month for membership renewals
2. National Show income compared to 2022 is up 115%
 - a. Still plenty of opportunities for sponsorships and gifts directed towards the line item expenses within our budget for Louisville
3. Monitoring income from registrations, transfers, and DNA

C. National Show

1. Sponsorships
 - a. Product from Show Coat
 - i) 1 year supply of product for live auction
2. 2 bids for National Show Vet
 - a. Dr. Kyle Onan
 - b. Dr. Sawyer Williams
 - i) National Show Committee recommends Dr. Sawyer Williams for the National Show vet

Chuck Fitzwater moves to accept the National Show Committee recommendation of Dr. Sawyer Williams for the National Show Vet. Jacob Tipton sec. Voice Vote.

For: 12 votes

Against: 2 votes

Motion Passes

3. Quiet hours of 11pm-6am
 - a. Taking care of animals, fitting, show prep excluded
 - b. No loud music, large groups, etc.
 - c. Add to rules?
 - d. How to enforce?
 - i) Looking at security options from the Expo Center

Chuck Fitzwater moves to add Quiet Time hours of 11pm-6am to the National Show Rules. Katherine Klug sec. Voice Vote.

Unanimous

Motion Passes

4. Budget
 - a. Is board approval required for items for Nationals below \$500? (office supplies, etc.)
 - i) All good, run by the president if the committee feels it is necessary
5. 2024 Logo Contest
 - a. Plans to hold a contest for the 2024 National Show logo
- D. Breed Standards
 1. The Breed Standards Committee proposed a new teat chart
 - a. Removed the acceptable section
 - b. Removed the majority of the pictures on the chart

Lane Reigle moves to send the proposed Teat Chart revisions to the Judges Committee for their review and perspective. Jacob Tipton sec. Voice Vote.

Unanimous

Motion Passes

- E. Rules and Bylaws
 1. The Bylaws Change Ballot is done and approved by the attorney
 - a. When should it be back by?

BJ Carbino moves to have the Bylaws Change Ballot sent out by June 1, 2023 and returned by July 1, 2023. Sam Knott sec. Voice Vote.

Unanimous

Motion Passes

2. Concurrent Show Rules have been added to the Rules and Regulations
 - a. Added a Section O

BJ Carbino moves to update the ABGA Rules and Regulations. Rosalinda Vizina sec. Voice Vote.

Unanimous

Motion Passes

3. Committee is reviewing other species association's Code of Ethics to review and reevaluate ours

- F. DNA and Carcass Class
 - 1. Working on Neogen Beta Test
 - 2. Need to figure out UC Davis contract until Neogen is fully up and going
 - a. Will probably have to extend UC Davis contract for a few months
 - 3. Need to update Carcass Class premium list
 - 4. Stipend for Directors
 - a. Members to see directors beyond just at shows as exhibitors or judges
 - b. Probably wait until after December Face-to-Face and the Budget review
 - 5. Code of Ethics (banned members)
 - 1. Being worked on already by the Rules and Bylaws Committee
- G. Education, Marketing, Member Relations and Benefits
 - 1. Mission Statement
 - a. Reviewed by Randy Bernhardt as well

Leah Maertens moves to accept the revised Mission Statement, "The American Boer Goat Association will protect the core values and traits that make the Boer Goat the premier meat goat breed in America through promotion and recording of the breed.", effective immediately. Kevin Richmond sec. Voice Vote.

Unanimous

Motion Passes

- 2. Magazine
 - a. Bios from Board Members
- H. Judges
 - 1. Concurrent Show Rules are still a work in progress
 - a. They are new and there will be wrinkles to iron out
 - 2. Complaint of a judge
 - a. Committee is compiling data on the complaint

Mike Reis left the call at approximately 8:15pm CST

- I. Future National Show Site
- J. Sanctioned Show
- K. Regional Shows
 - 1. Regional Show this weekend in Indiana
 - 2. Trying something new
 - a. Show will also be sanctioned with the Indiana Association to see if draws more attendance
 - b. Sanctioned with Beyond the Ring as well
 - 3. Working on next year's schedule already
 - a. Hoping to have done by nationals
 - 4. Junior Logo
 - a. Still needs a little work
- L. Podcast
 - 1. Did March and April with Boer Goat Nation
 - 2. Have May 30 available with Boer Goat Nation

- a. Juniors would like to join

Lane Reigle moves to enter Executive Session at 8:49pm CST. Jacob Tipton sec. Voice Vote.

Unanimous

Motion Passes

Jacob Tipton moves to leave Executive Session 8:58pm CST. Gage Taylor sec. Voice Vote.

Unanimous

Motion Passes

Discussion: Nationals

M. Office

1. Working with iCompete to iron out wrinkles
2. Samples coming in for DNA Beta Test
3. Had class with Neogen on how to submit samples
4. 2021 Audit very close to complete
 - a. Starting 2022 Audit this summer

Jacob Tipton moves to adjourn at 9:11pm CST. Leah Maertens sec. Voice Vote.

Unanimous

Motion Passes

Respectfully Submitted,
Lane Reigle
ABGA Secretary

American Boer Goat Association
Executive Committee
Special Meeting via Zoom Call
May 10, 2023
Meeting Began at 7:00pm CST

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

A. Roll Call

Directors Present:	Kevin Richmond R-4	Katherine Klug R-7
	Sam Knott R-8	Kim Morgan R-9
	Amy Scharmer R-11	Lane Reigle R-14
Staff Present:	Office Manager Brenda McCary	

Kim Morgan moves to enter Executive Session at 7:02pm CST. Kevin Richmond sec. Voice Vote.

Unanimous

Motion Passes

Sam Knott moves to leave Executive Session at 7:27pm CST. Kevin Richmond sec. Voice Vote.

Unanimous

Motion Passes

Discussion: Complaints of a judge

Kim Morgan moves for the Executive Committee to file a 901 against Member #20375 for violation of the Judges Code of Conduct. Amy Scharmer sec. Voice Vote.

Unanimous

Motion Passes

Amy Scharmer moves to adjourn at 7:29pm CST. Kim Morgan sec. Voice Vote.

Unanimous

Motion Passes

Respectfully Submitted,
Lane Reigle
ABGA Secretary

American Boer Goat Association
Board of Directors
Special Meeting via Zoom Call
July 6, 2023
Meeting Began at 7:14pm CST

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

A. Roll Call

Directors Present:	Rosalinda Vizina R-1	Leah Maertens R-3
	Kevin Richmond R-4	Mike Reis R-5
	Katherine Klug R-7	Gage Taylor R-7
	Sam Knott R-8	Kim Morgan R-9
	BJ Carbino R-10	Chuck Fitzwater R-12
	Jacob Tipton R-13	Lane Reigle R-14

Leah Maertens moves to approve the minutes from the night's earlier meeting, with time allotted to allow for the restructuring of the ABGA Rules and Bylaws to reflect the outcomes of the ballot votes. Mike Reis sec. Voice Vote.

Unanimous

Motion Passes

Discussion: When do Bylaws Changes go into effect?

Mike Reis moves to enter Executive Session at 7:30pm CST. BJ Carbino sec. Voice Vote.

Unanimous

Motion Passes

Mike Reis moves to leave Executive Session at 8:04pm CST. Leah Maertens sec. Voice Vote.

Unanimous

Motion Passes

Discussion: the previous BOD Special Meeting

Leah Maertens moves to have Member #34567's ABGA membership suspended for the remainder of 2023, on the grounds of discriminatory remarks made to the President of the American Boer Goat Association that violate the Code of Ethics of the ABGA. No sec.

Motion Fails

Kevin Richmond moves to temporarily lower the paper transfer/registration fees to the online fee rate, since July 1, 2023, until the system is functioning at expected capacity. Chuck Fitzwater sec. Voice Vote.

Unanimous

Motion Passes

Leah Maertens moves that any paper transfers/registrations processed to date, since July 1, 2023, will have the difference in cost between a paper transfer/registration fee and an online transfer/registration fee applied to their account as credit. BJ Carbino sec. Voice Vote.

Unanimous

Motion Passes

Kevin Richmond moves to adjourn at 8:30pm CST. Mike Reis sec. Voice Vote.

Unanimous

Motion Passes

Respectfully Submitted,

Lane Reigle

ABGA Secretary

American Boer Goat Association
Board of Directors
Special Meeting via Zoom Call
July 6, 2023
Meeting Began at 7:14pm CST

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

A. Roll Call

Directors Present:	Rosalinda Vizina R-1	Leah Maertens R-3
	Kevin Richmond R-4	Mike Reis R-5
	Katherine Klug R-7	Gage Taylor R-7
	Sam Knott R-8	Kim Morgan R-9
	BJ Carbino R-10	Chuck Fitzwater R-12
	Jacob Tipton R-13	Lane Reigle R-14

Leah Maertens moves to approve the minutes from the night's earlier meeting, with time allotted to allow for the restructuring of the ABGA Rules and Bylaws to reflect the outcomes of the ballot votes. Mike Reis sec. Voice Vote.

Unanimous

Motion Passes

Discussion: When do Bylaws Changes go into effect?

Mike Reis moves to enter Executive Session at 7:30pm CST. BJ Carbino sec. Voice Vote.

Unanimous

Motion Passes

Mike Reis moves to leave Executive Session at 8:04pm CST. Leah Maertens sec. Voice Vote.

Unanimous

Motion Passes

Discussion: the previous BOD Special Meeting

Leah Maertens moves to have Member #34567's ABGA membership suspended for the remainder of 2023, on the grounds of discriminatory remarks made to the President of the American Boer Goat Association that violate the Code of Ethics of the ABGA. No sec.

Motion Fails

Kevin Richmond moves to temporarily lower the paper transfer/registration fees to the online fee rate, since July 1, 2023, until the system is functioning at expected capacity. Chuck Fitzwater sec. Voice Vote.

Unanimous

Motion Passes

Leah Maertens moves that any paper transfers/registrations processed to date, since July 1, 2023, will have the difference in cost between a paper transfer/registration fee and an online transfer/registration fee applied to their account as credit. BJ Carbino sec. Voice Vote.

Unanimous

Motion Passes

Kevin Richmond moves to adjourn at 8:30pm CST. Mike Reis sec. Voice Vote.

Unanimous

Motion Passes

Respectfully Submitted,

Lane Reigle

ABGA Secretary

American Boer Goat Association
Board of Directors
Scheduled Meeting via Zoom Call
July 6, 2023
Meeting Began at 7:02pm CST

- I. June 27, 2023 BOD Special Meeting Minutes Approval
 - A. Minutes from the Board of Directors Special Zoom Meeting on June 27, 2023 were emailed to all directors and the Office Manager of the ABGA for review and approval

BJ Carbino moves to approve the BOD Special Zoom Meeting Minutes dated June 27, 2023 via electronic communication on June 28, 2023. Kim Morgan sec. Roll Call Vote.

For: Katherine Klug, BJ Carbino, Kim Morgan, Sam Knott, Leah Maertens, Amy Scharmer, Gage Taylor, Kevin Richmond, Mike Reis, Lane Reigle

Against:

Abstain:

Absent Votes: Rosalinda Vizina, Chuck Fitzwater, Jacob Tipton

Motion Passes

- II. The meeting was called to order by President Ken Baty R-2
 - A. Roll Call
 - Directors Present:

Rosalinda Vizina R-1	Leah Maertens R-3
Kevin Richmond R-4	Mike Reis R-5
Gage Taylor R-7	Katherine Klug R-7
Sam Knott R-8	Kim Morgan R-9
BJ Carbino R-10	Chuck Fitzwater R-12
Jacob Tipton R-13	Lane Reigle R-14

 - Staff Present: Office Manager Brenda McCary
 - Special Guest: Don McKee (*Reed, McKee & Co., P.C.*)
 - B. Bylaws Change Ballot Results
 - 1. Don McKee of *Reed, McKee & Co., P.C.* joined the call to announce the results of the recent Membership Vote regarding proposed changes to the ABGA Bylaws
 - 2. The same procedures were used in tallying votes as were used with previous votes
 - 3. 1025 eligible ballots were received by the firm
 - a. 23 ballots were received after the cutoff date of July 1, 2023 and were not counted
 - b. 4 ballots were received at the ABGA office and were not counted
 - c. 73 ballots were received without a signature and were not counted
 - 4. Amendment 1: Change all references in the ABGA Bylaws from “He” to “They/Them”
 - a. 462 votes for
 - b. 556 votes against
 - c. 7 ballots without a vote for or against

- d. **Amendment Failed**
- 5. Amendment 2: Ballots may be distributed and accepted electronically at the discretion of the Board of Directors
 - a. 754 votes for
 - b. 265 votes against
 - c. 6 ballots without a vote for or against
 - d. **Amendment Passes**
- 6. Amendment 3: Raising the max junior age from 18 up to 21 years of age
 - a. 876 votes for
 - b. 141 votes against
 - c. 8 ballots without a vote for or against
 - d. **Amendment Passes**
- 7. Amendment 4: If a director is removed from the Board, by the Board, they can not run for the Board again
 - a. 817 votes for
 - b. 201 votes against
 - c. 7 ballots without a vote for or against
 - d. **Amendment Passes**
- 8. Amendment 5: Removal of bold letter section regarding Tenure of Directors as the ABGA is not in line with the proposed schedule in said section after regional restructuring
 - a. 953 votes for
 - b. 59 votes against
 - c. 13 ballots without a vote for or against
 - d. **Motion Passes**
- 9. Amendment 6: Term limits for directors (2 terms, or 6 years, followed by a minimum of 1 year off the board)
 - a. 915 votes for
 - b. 103 votes against
 - c. 7 ballots without a vote for or against
 - d. **Motion Passes**
- 10. Amendment 7: Revision to Bylaws to allow the Association to use a third-party organization to tally votes
 - a. 947 votes for
 - b. 70 votes against
 - c. 8 ballots without a vote for or against
 - d. **Motion Passes**

The ABGA Board of Directors would like to thank Don McKee of *Reed, McKee & Co., P.C.* for joining the call and providing the Bylaws Change Ballot tallies to the Board.

BJ Carbino moves to accept the ballot tally findings of Reed, McKee & Co., P.C. for the ABGA Bylaws Change vote. Jacob Tipton sec. Voice Vote.

Unanimous

Motion Passes

C. Board of Directors Code of Ethics

1. Katherine Klug drafted a set of Code of Ethics specific to the ABGA Board of Directors that was sent via electronic communication for the entire BOD to review

Sam Knott moves to accept the proposed Code of Ethics for the ABGA Board of Directors. Chuck Fitzwater sec. Voice Vote.

For: 12 votes

Against:

Abstain: 1 vote

Motion Passes

Chuck Fitzwater moves to adjourn at 7:13pm CST. BJ Carbino sec. Voice Vote.

Unanimous

Motion Passes

Respectfully Submitted,
Lane Reigle
ABGA Secretary

ABGA Board of Directors Code of Ethics

We, as Board Directors of the American Boer Goat Association, dedicate ourselves to carrying out the mission of this association. We will do the following:

1. Recognize that the chief function of American Boer Goat Association, at all times, is to serve the best interests of our association and its greater constituency.
2. Accept as a personal duty the responsibility to keep up-to-date on emerging issues and to conduct ourselves with professional competence, fairness, impartiality, efficiency and effectiveness.
3. Respect the structure and responsibilities of the board, provide them with facts and advice as a basis for their making policy decisions, and uphold and implement policies adopted by the board and the association.
4. To maintain positive communication with the members of the association. Keep the members informed about relevant information and updates of direct changes occurring within the organization.
5. Conduct our organizational and operational duties with positive leadership exemplified by open communication, creativity, dedication, and compassion.
6. Exercise whatever discretionary authority we have under the law to carry out the mission of the American Boer Goat Association.
7. Serve with respect, concern, courtesy, and responsiveness in carrying out the organization's mission.
8. Demonstrate the highest standards of personal integrity, truthfulness, honesty, and fortitude in all our activities in order to inspire confidence and trust in our activities.
9. Avoid any interest or activity that is in conflict with, or perceived conflict with, the conduct of our official duties.
10. Respect and protect privileged information to which we have access in the course of our official duties.
11. Strive for personal and professional excellence and encourage the professional developments of others.
12. Should not be, or appear to be, subject to influences, interests, or relationships that conflict with the interests of the ABGA or its ability to operate for the benefit of the ABGA community as a whole.

13. Maintain a professional level of courtesy, respect, and objectivity in all ABGA activities.
14. Strive to uphold those practices and assist other ABGA Board of Directors in upholding the highest standards of conduct.
15. Impairment while conducting ABGA business is strictly prohibited.
16. Exercise the powers invested for the good of all members of the ABGA rather than for his or her personal benefit.
17. Ensure the right of all association members, volunteer, or staff to appropriate and effective services without discrimination in respect to gender, sexual orientation, national origin, race, religion, age, political affiliation, or disability, in accordance with all applicable legal and regulatory requirements.
18. Respect the diversity of opinions as expressed or acted upon by the ABGA board, committees and membership, and formally register dissent as appropriate.
19. Promote collaboration, cooperation, and partnership among association members.
20. Maintain a constant awareness that anything said on social media and in person can directly reflect upon the association. All communications should be professional and refrain from communication that undermine the integrity and well-being of the association and your position as a Board of Director.

Board members will discuss with the President of the Board of Directors any questions or issues that may arise concerning compliance with this Code of Ethics. Breaches of this Code, whether intentional or unintentional, shall be reviewed by the Executive Committee of the Board of Directors, which, if necessary, shall make recommendations to the full Board for corrective action. Serious breaches of this Code may be cause for dismissal of the Board Member committing the infraction.

All Board Members shall read this Code at least annually, and shall certify in writing that they have done so and that they understand the Code.

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 1st.

Proposed 16-21 years old as of January 1st 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 1st 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 1st 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 1st 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 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.

American Boer Goat Association
Board of Directors

Biannual Face-to-Face Meeting in Grapevine DFW, TX
Day 2
July 14-15, 2023
Meeting Began at 8:03 AM CST

The meeting was called to order by President Kevin Richmond R-4

Discussion over the Executive Committee and how it is read in the By-Laws. No action taken at this time.

A. Roll Call

Directors Present:

Rosalinda Vizina R-1
Ken Baty R-2
Leah Maertens R-3
Mike Reis R-5
Lauren Green R-6
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: Gage Taylor

Staff Present: Office Manager Brenda McCary, Hannah Jenkins

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

Breed Standards

Percentages and Elf Ears

Discussion: Any true percentage will have characteristics of the other breed. Polled is allowed? What is the real purpose of the percentage program? Genetic diversity? Only thing that was done was clarifying the current standard. Breed standard committee already provided recommendation on this. Poll the membership.

Gage Taylor joins meeting at 8:17 AM CST.

Leah Maertens makes the motion to send Percentage Breed Standards Survey to our membership. Cameron Drew sec. Roll Call Vote. Motion Passes

YES – Ken Baty, Leah Maertens, Lauren Green, Gage Taylor, Katherine Klug, Sam Knott, Kim Morgan, Kim Veal, Cameron Drew

NO – Chuck Fitzwater, Brad Mackey, Mike Reis, Rosalinda Vizina

National Show

By the Numbers

- 2022 National Show Expenses – \$241,872
- 2023 National Show Expenses 308,220
- 2022 National Show Net Income – (-\$16,000)
- 2023 National Show Net Income \$56,000 – concerted effort in sponsorships and fundraising allowed us to raise \$150,000 in supported fund to cover costs, expenses, and experiences

What walked in the ring?

Over 2000 entries

220 Commercial and Market Wether entries

258 Bred and Owned entries – 24% increase

588 JABGA entries – 14% increase

989 ABGA entries – 9% increase – of note growth was almost purely in the fullblood doe division

Juniors had 100 new exhibitors over last year. Juniors are growing. Expecting even higher next year. Space? Had several meetings to recap. List of things to fix and address.

Katherine Klug makes the motion to go into executive session at 8:35 AM CST. Mike Reis sec.

Leah Maertens makes the motion to leave executive session at 8:59 AM CST.

Ken Baty makes the motion to take a 5-minute break at 8:59 AM CST. Katherine Klug sec.

Kevin Richmond brings the meeting to order at 9:10 AM CST

Junior Show Judges

Junior National Show is growing in size. Recommendation to increase the number of judges per team for the Bred and Owned and the Junior National Show.

Katherine Klug makes the motion to change the judges on the JABGA National Bred and Owned Show to a 2 Judge Team. Ken Baty sec. Voice Vote. Unanimous. Motion Passes.

Katherine Klug makes the motion to change the judges on the JABGA National Show to a 3 Judge Team. Mike Reis sec. Voice Vote. Unanimous. Motion Passes.

Non-Certified Judges for the JABGA Market Show

Discussion: Have the Junior Board reach out to their constituents for the Invitation list. Non-certified judges have to be ABGA members and submit to a background check.

Katherine Klug makes motion to send the Non-Certified Judges for the JABGA Market Show to the Junior Board for a proposal within 60 days. Mike Reis sec. Voice Vote. Unanimous. Motion Passes

National Judges Term Limits

Discussion: With adding additional judges to the junior shows, do we have the judge pool with the current term limits?

Chuck Fitzwater makes the motion that a judge who judges any ABGA or JABGA National Show must wait one year before applying to judge any ABGA or JABGA National Show again. Lauren Green sec. Voice Vote. Unanimous. Motion passes

Showman App

Discussion: Work with Showman to find full capabilities, train office staff to those capabilities, and work together to develop and fill the gaps as needed. Run simultaneously with iCompete to find and fix bugs as needed.

Ken Baty makes the motion to utilize the Showman App for the 2024 National Show. Chuck Fitzwater sec. Voice Vote. Unanimous. Motion passes.

Barn Superintendent

Discussion: Make a separate job for someone to be just in charge of barn and penning. Located in the barn. National Show is approved for 4 superintendents, make a separate job description for one of those 4. No action taken

Meat Goat Evaluation

Kim Morgan makes the motion to move Meat Goat Evaluation from the DNA Committee to the National Show Committee. Sam Knott sec. Voice Vote. Unanimous. Motion passes.

National Show Discussion

Discussion: Need to better market for our ringside supporters. Water hose across the table and made it dirty. Inappropriate music and confrontation with announcer. We need to do better. Set playlist ahead of time. Someone in charge

of the showing. Barn superintendent? Herdsman award – keep a section clean and get an award? Look at the East Wing of the Louisville?

Strategic Planning

Sam Knott makes the motion that we make a special committee for the development of a Strategic Plan. Ken Baty sec. Voice Vote. Unanimous. Motion passes.

Sam Knott, Cameron Drew, and Katherine Klug expressed interest in this committee.

Executive Director

Discussion: Need someone to market and to talk to. The face of the association. Needs to become a priority. Not necessarily a goat, but a livestock person? Tie into the strategic plan. Timeline? Headhunting service. We need to move forward. Office involvement. Does the ED need to be based in San Angelo? Bonuses for performance. Grant writing.

Ken Baty makes the motion to take a 5-minute recess 10:22 AM CST. Katherine Klug sec.

Kevin Richmond brings meeting back to order at 10:33 AM CST

Member Education, Benefits, & Marketing

Digital Magazine

- Winners from Nationals

- New Bios on Board Members

- Letter from the President – past and present?

- Members are sending in articles

- Interest in advertising? Advertising and Marketing? Generate enough advertising to pay for hard copy?

- Try to bring back hard copy magazine by 1st of the year

Discussion: can we re-use old content? Ambassadors of the Breed research project by the Junior Board? Pearl's pics

Family Membership Fees

- Discussion: Adult membership for a junior membership?

- AQHA has 3 levels – 1 year, 3 years, lifetime membership

- How do we handle lifetime members in books – deferred income?

- Family, Agent on

- 2022 Data

- 6830 Adult Members

2900 Junior Members
Balancing act on finances.

Cameron Drew makes the motion that we establish an Adult Lifetime Membership effective October 1, 2023. Leah Maertens sec. Roll call vote. Unanimous. Motion passes.

Bred and Owned by Family - discussion no action taken

Youth

Regional Shows Added Dates

Area 5 - Abilene, TX November 10-12, 2023
Area 4 - Lake City, FL March 22-23, 2024
Area 1 - McMinnville, OR May 3-5, 2024

Ken Baty makes the motion to accept the additional Regional Show Dates and Times. Gage Taylor sec. Voice Vote. Unanimous. Motion passes.

Regional Show Program

Discussion: Increase in fundraising efforts. Some regional shows grew and some shrunk. Nationals grew by over 100 exhibitors. To increase engagement, we implemented the Unlock-A-Lock program. Look into Raffle Laws and rules. More uniform fundraising.

Sponsorships

Discussion: Working on additional sponsors
Developed a standardized sponsorship packet

Mike Reis makes a motion to break for lunch at 12:00 PM CST. Ken Baty sec

Kevin Richmond calls the meeting back to order at 1:04 PM CST.

Office Update

Audit

2021 audit expected to be completed next few weeks. 2022 audit expected to be started in August. Optimistic that we could file taxes without filing twice.

iCompete

Meeting with iCompete. Part of the holdup is member's animals are incorrectly showing up. The more data we can feed back to iCompete the quicker we can fix it. Email updates from iCompete are not coming into the office. We have our IT working directly on this problem. Online Live was no longer being supported and was no longer allowing for accurate recording.

Discussion: Membership expectations are higher due to past experience. Delays in communication and functionality are greater than expected and we are making strides to address those. Hire additional IT support to mitigate this transition

Staffing

Could use more staff. Hire support staff? Can we hire remotely? Moving forward

Battery Pack

Server Battery Back Up needs to be replaced.

DNA

Requirements Discussion: Requirements ideas – Donor Dams, Semen Sires? All Bucks? All animals? Review historical data. Who submits the DNA? Grandfathering in bucks? Ownership? AGF covers the scrapies test. Does the owner own or have access to the data? Can we use semen? Who owns the data? Do we have protocols in handling? Scheduling. No action taken pending questions and corresponding answers from both NeoGen and UC Davis

Freeze Brand

Leah Maertens makes the motion that freeze branding in the ear can be used as a form of permanent identification and must follow the same rules as tattoo guidelines. Gage Taylor sec. Voice Vote. Unanimous. Motion passes.

Ken Baty moves to adjourn at 2:23 PM CST. Kim Morgan sec.

American Boer Goat Association
Executive Committee
Special Meeting via Zoom Call
August 24, 2023

Meeting Began at 7:02 PM CST

I. The meeting was called to order by President Kevin Richmond R-4

A. Roll Call

Directors Present:

Mike Reis R-5

Sam Knott R-8

Kim Morgan R-9

Brad Mackey R-13

Directors Absent: Ken Baty

Staff Present: Katherine Klug

All waived notice.

Mike Reis makes the motion to go into executive session at 7:02 PM CST. Brad Mackey sec. Voice Vote. Unanimous.

Sam Knott the motion to come out of executive session at 7:11 PM CST. Mike Reis sec. Voice Vote. Unanimous.

Office Update

2021 Audit Complete, starting on 2022 Audit

iCompete update

Office Manager update

Kim Morgan makes the motion to adjourn at 7:24 PM CST. Sam Knott sec. Voice Vote. Unanimous.

American Boer Goat Association
Board of Directors

Board Meeting via Zoom
September 12, 2023
Meeting Began at 7:00 PM CST

Roll Call

Directors Present:

Rosalinda Vizina R-1
Ken Baty R-2
Leah Maertens R-3
Mike Reis R-5
Lauren Green R-6
Gage Taylor R-7

Sam Knott R-8
Kim Veal R-10
Dan Elliot R-11
Chuck Fitzwater R-12
Brad Mackey R-13
Cameron Drew R-14

Directors Absent:

Kim Morgan R-9

Staff Present: Katherine Klug Hannah Jenkins

Leah Maertens makes a motion to approve the agenda. Sam Knott sec. Voice Vote. Unanimous. Motion passes.

Treasurer's Report

2021 Audit complete – Discussion: no wrongdoing or fraudulent activity found. Everything is within GAP compliance. List of many unclaimed credit line – the majority of which are under \$10 - work to get them cleaned up toward the end of the year. Want to get 2022 Audit completed by mid-November.

Membership – almost 800 new members in August. Annual membership base is trending towards pre-covid statistics, which we have identified and are tracking

Financial Statistics – membership is off for the year and registration is down for the year, which was projected in December 2022. Our management of the expenses has lowered - the net income is \$144,000 over this time last year. Income generators need some work., but belief is that iCompete will bring that back.

Budget looks like it could allow for Junior and Adult Board Face to Face Meeting.

Gage Taylor makes a motion to accept the Treasurer's Report. Chuck Fitzwater sec. Voice Vote. Unanimous. Motion passes.

December Face to Face Meeting

Discussion: Zoom call on a Saturday. Team building and connections made in person. Amount of ground can be covered. Find better rates for hotels? Determined last December that we needed to save in the budget, but because of cost saving measures we have the funds to cover it, if deemed.

Mike left call at 7:15

Kim Morgan joins at 7:19

Mike Reis joins at 7:20

Cameron Drew makes the motion to have a Face to Face Meeting in December. Brad Mackey sec. Roll Call Vote.

Yes – Kim Veal, Rosalinda Vizina, Lauren green, Brad Mackey, Cameron Drew, Chuck Fitzwater, Sam Knott

No – Ken Baty, Dan Elliot, Gage Taylor

Abstain – Leah Maertens

Motion passes.

Discussion: Location – Central Airport hubs – Atlanta, DFW, getting a meeting room and the cost of that.

Chuck Fitzwater makes a motion to have the December Face to Face on December 1-2, 2023.

Mike Reis sec. Voice Vote. Yes – 12, No – 1. Motion passes.

Ken Baty makes a motion to add Katherine Klug to the bank signature card. Chuck Fitzwater sec. Voice Vote. Unanimous Vote. Motion passes.

JABGA

Proposal for Non-Certified Judges on Market Show Ballet

For the JABGA 2024 national show the Junior board would like to implement a new market judge system. This system would allow for Junior board members to send invitations to non-certified ABGA judges to have their name placed on the JABGA ballot for the market show. The invitation would not automatically place them as the judge for the national show but simply allow them to be voted on by the membership, if they accept the invitation. We would send out five invitations to non-certified judges. However the market show ballot would still be open to all eligible ABGA certified judges.

For the 2023 JABGA market show we had a non-certified judge placing animals. With that being said we had a great set of numbers in our market show. As the Junior board we feel as though having non-certified judges on the ballot will make for a more effective ballot and hopefully increase our market and commercial show numbers.

Thank you for your time and consideration,
The Junior Board

*Gage Taylor makes the motion to accept the proposal brought forward by the JABGA Board.
Brad Mackey sec. Voice Vote. 10 – YES, 3 – Abstain. Motion passes.*

Sanctioned Shows

Discussion: Banned Members – how will show secretaries know who the banned members are? How can the rule be enforced if they don't know? Sanctioned Show Committee will get a list compiled.

Committees

Committee Approvals

National Show Committee

Chair – Katherine Klug

Kim Veal

Sam Knott

Kim Morgan

Ken Baty

Mike Reis

Maureen Reis

Yvonne Ballard

William Carbino

Brian Hardy

Tara Hicks

Jennifer Holman

Celeste Johns

Adrienne Kidder

Jesse Kimmel

Elizabeth Mobley

Jackie Redden

Olivia Rush

Ryan Sand

Jennifer Therring

Elizabeth Westfall
Julia Wickard
Jillian York
Justin Burns
Jamie Fugate
Simone Gangie
Rebecka Knotts
Erica Logan
Melissa Love
Nate Wooten
Amy Scharmer
Chuck Fitzwater
Brenda Fitzwater
Paige Gunderson
JABGA BOD Members

Lauren Green makes the motion to approve the National Show Committee. Brad Mackey sec. Voice Vote. Unanimous. Motion passes.

Youth/Regional Show

Chair – Katherine Klug
Co-Chair – Hannah Jenkins
Allyson Blair
Erica Logan
Dallas McCarty
Kristopher Micon
Janee Norman
Jason Brashear
Jennifer Holman
Adrienne Kidder
Michael Lash
Holly Latimer
Hannah Marquardt
Jennifer Martinez
Samantha Phillips
Erin Richmond
Wade Rogers
Emily Swinyer
Nancy Tartaglia
Julia Wickard
Jillian York
Amy Scharmer

Brad Mackey makes the motion to approve the Youth/Regional Committee. Chuck Fitzwater sec. Voice Vote. Unanimous. Motion passes.

Rules and Regulations Committee

Kim Morgan – Chair
Rosalinda Vizina – Co-Chair
Aggelos Haralampoulas
Rebecca Knotts
Janelle Sack
Zach Westfall
Sam Wheeler
Drew Williams
Caleb Purkhiser
Elizabeth Mobley
JABGA Member: Logan Holland, Alaina Blair

Dan Elliot makes the motion to accept the Rules and Regulations Committee. Leah Maertens sec. Voice Vote. Unanimous. Motion passes.

DNA Committee

Ken Baty – Chair
Katherine Klug
Randy Dusek
Michael Lash
Wade Rodgers
Mike Smith
Joe Bentley
William Carbino
Joshua Davis
Tara Hicks
Brittany Scott
Ashely Veals
Zach Westfall
Paige Gunderson
Olivia Rush
Caleb Grohmann

Chuck Fitzwater makes the motion to accept the DNA Committee. Rosalinda Vizina sec. Voice Vote. Unanimous. Motion Passes

Judge Committee

Ken Baty
Mike Reis
Pat Ariaz
Mark Berry
Jason Brashear
Justin Burns
John Duvall
Charlie Johns
Tom Redden
Lane Reigle
Terry Taylor
Makayla Richardson Burns
Josh Taylor
Randall White

Brad Mackey makes the motion to approve the Judges Committee. Chuck Fitzwater sec. Voice Vote. Unanimous. Motion passes.

Affiliate Committee

Cameron Drew – Chair
Brittany Scott
Maddie Clemons

Brad Mackey makes the motion to accept the Affiliate Committee. Chuck Fitzwater sec. Voice Vote. Unanimous. Motion passes.

Sanctioned Show

Mike Reis – Chair
Cameron Drew – Co-chair
April Bridge
Jaime Fugate
Jennifer Martinez
Elizabeth Reed

Chuck Fitzwater makes the motion to approve the Sanctioned Show Committee. Kim Morgan sec. Voice Vote. Unanimous. Motion passes.

Member Education and Marketing

Gage Taylor
Leah Maertens
Eden Basford

Joshua Davis
Dustin Fregia
Simone Gangi
Caitlyn Kaczor
Holly Latimer
Rodney Little
Rosa Martinez
Jason McCormick
Samantha Philips
Emily Pike
Michel Pinto
Anna Plattner
Brittany Scott
Marjeanna Smith
Emily Swinyer
Terry Taylor
Ashley Voelz
Jody Williams
Yvonne Ballard
Cameron Drew
Laura Fletcher
Celeste Johns
Curtis McCabe
Caleb Purkhiser
Elizabeth Reed
Janelle Sack
Logan Strock
Drew Williams

Brad Mackey makes the motion to approve the Member Education Committee. Rosalinda Vizina sec. Voice Vote. 13 – Yes, 1 – abstain

Breed Standard

Lane Reigle – Chair
Chuck Fitzwater – Co-Chair
Billy Hubler
Tom Redden
Nate Wooten
Randall White
Melissa Love

Charlie Johns
Hannah Marquardt

Brad Mackey makes the motion to approve the Breed Standards Committee. Mike Reis sec. Voice Vote. 13 – Yes. 1 – Abstain. Motion passes.

National Venue Committee

Sam Knott - Chair
Dan Elliot
Mike Reis
Chuck Fitzwater

Brad Mackey makes the motion to approve the National Venue Committee. Rosalinda sec. Voice Vote. Unanimous. Motion passes.

Discussion: Committee goals and plans set around the strategic plan to drive the association and the committees.

Member Education and Marketing

Office Sign – Discussion: We need something more in front of the office to advertise the organization. It was voted on 2 years ago.

Brad Mackey makes a motion to research, funding, and design a sign for the office building. Lauren Green sec. Voice Vote. Unanimous. Motion passes.

Membership Growth at Regional Level – Discussion: 5 year – 10 year look at on membership data. What our membership looks like at by region, by state. Data modelling to get a better retention and grow. Resources and incentives to come back to organization. Data dump – get raw data.

Follow up on Membership Growth at next meeting

Region 7 Director Vacancy – Kevin Richmond nominates Casey McClain to replace Katherine Klug's Director seat.

Ken Baty makes the motion to accept Casey McClain's appointment to the Region 7 seat. Sam Knott sec. Voice Vote. 11 – Yes, 2 – Abstain. Motion passes.

Staffing

Field Representative

Discussion: Important to get someone to go out, wear the hat, promote. Doesn't need to be in San Angelo. Is this more of a CEO or field rep, same or different role. Be the face of the organization. Let's put something on paper and come back to it.

COE, Office Manager, and Interim Project Manager

Discussion: Shells to build these positions, CEO and ED position, public relations, getting us out there. As a board do we clearly understand the roles and responsibilities. To be a long-time without these roles and descriptions. How do we move these positions forward with our strategic plan. We can't continue to do nothing.

Chuck Fitzwater makes the motion to go into executive session at 8:35. Cameron Drew sec. Voice Vote. Unanimous. Motion Passes.

Leah Maertens makes the motion to leave executive session at 8:52. Gage Taylor sec. Voice Vote. Unanimous. Motion Passes.

Office Update

Office Manager – sent a job offer and in negotiations. Job needs are different than originally thought, in the event she turns it down, job description will be re-written to better fit the current need.

iCompete – Roadmap to getting it done – We are now getting more concise and consistent updates. Running punch list of changes. Problem is 3 different user sites – Member, Staff, and eventually Show Affiliate, as well as mobile and computer interface. Updates may only show on 1 but not on all sites. Going through page by page and step by step on specific tasks. Creating videos and content for members. Creating written protocols and procedures for staff. Goal is to build confidence in experience and faith in program. Webpage in progress with protocols, list of known issues, how-tos, etc.

Each page and task has 6 steps that have to be completed.

Is it functional? (can the task be completed – may have to have work around to complete it)

Make it user friendly (task completed without work arounds)

Make it Newbie Proof (be able to intrinsically complete a task from start to finish, layout makes sense and flows)

Create staff protocol (written procedures explaining each step. Enable staff to successfully complete tasks from start to finish)

Create member protocols/videos (explain how to complete each task and step)

Create visually pleasing content for social media and website

Secretary

Brad Mackey makes the motion to appoint Cameron Drew as secretary. Leah Maertens sec. Voice Voice. Unanimous. Motion passes

Ken Baty makes the motion to adjourn the meeting at 9:20. Leah Maertens sec. Voice Vote. Unanimous. Motion Passes.

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.

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.

American Boer Goat Association

Board of Directors

Face to Face Meeting, Atlanta GA

Day 1

Meeting began at 8:00 EST.

Roll Call: Directors Present

Ken Baty-R2

Leah Maertens-R3

Lauren Green-R6

Cameron Drew-R14

Gage Taylor-R7

Mike Reis-R5

Sam Knott-R8

Kim Morgan-R9

Kim Veal-R10

Dan Elliott-R11 Via Zoom

Chuck Fitzwater- R12

Brad Mackey-R13

Casey McClain-R7

Rosalinda Vizina-R1

Staff Present: Katherine Klug

Porschea Vann

Hannah Jenkins

Members Attending:

Drew Williams

Randall White

Lane Reigle

Tim and Rebecca Knotts

Brenda Fitzwater

Allison Richmond

Zach and Elizabeth Westfall arrived at 12:30 EST.

Approval of the Agenda

Kevin Richmond asked for the approval of the meeting agenda. Ken Baty makes the motion. Chuck Fitzwater seconds. Voice Vote Motion Passes

Social Media Policy (Old Business)

Kevin was asked to review old minutes to see if there is a Social Media Policy. In September 2014, the Executive Committee sent notice to the ABGA Board of Directors for the need to create a Social Media policy; however, in researching the minutes, there was nothing brought forward.

Brad Mackey makes a motion to send the development of a Social Media policy to the Rules and Regs committee. Ken Baty 2nds. Voice vote. Motion Passes.

Discussion concerning how vague the new Code of Ethics addresses Social Media and that there may be a need to send to the Attorney for creation and/or guidance. We can't be picking and choosing who to

enforce upon and how you enforce it. What qualifies as being ugly on social media? Shouldn't it go through the 900 process?

Chuck Fitzwater makes a motion to send to the Attorney to write something up within 90 days or review the Code of Ethics section pertaining to social media. Mike Reis seconds. Roll Call Vote: Yes, Rosalinda Vizina, Ken Baty, Mike Reis, Casey McClain, Sam Knott, Kim Morgan, Dan Elliott, Chuck Fitzwater. No: Leah Maertens, Lauren Green, Gage Taylor, Kim Veal, Brad Mackey, Cameron Drew. Motion Passes.

Outstanding Letters to Members (Old Business)

All letters that Kevin has been asked to send have been sent, but we have not received replies yet. One of the receivers reached out to Cameron Drew and she told them to send an email to Kevin Richmond and Ken Baty

Executive Committee Vacancy

Kevin asked the attorney to review the By-Laws and there are two sentences that conflict each other in relation to the Vice President and Past President being the same individual. The attorney said this should be addressed during the next By-Law change.

Leah Maertens made a motion to add a 7th member to the Executive Committee. Gage Taylor seconds. Voice vote. Motion Passes.

Leah Maertens nominates Cameron Drew

Kim Morgan nominates Chuck Fitzwater

Gage Taylor moves to cease nominations. Leah Maertens seconds. Voice vote. Motion Passes.

Banned Member Discussion (Old Business)

Gage Taylor moves to enter executive session at 8:28am and Cameron Drew seconds. Voice vote. Motion Passes

Ken Baty makes a motion to leave executive session at 9:09am. Leah Maertens seconds. Voice vote. Motion Passes.

Leah Maertens makes a motion to add the Banned Member list back on the website and to be added to the Show Secretary Packet. Brad Mackey seconds. Voice vote. Motion Passes.

Cameron Drew makes a motion for a 5-minute recess. Casey McClain seconds. Voice vote. Motion Passes

Website Calendar

Discussion around the need for a member benefit to add educational events and sales to be added to the ABGA website. This would be an added member benefit and add additional views to our website. Our old calendar was more user friendly, so there was a discussion around an additional calendar. Potential options for Sales flyers and links to sale catalogs.

Leah Maertens makes a motion to add calendar to the website for industry sales promoting ABGA members and animals. Gage Taylor seconds. Voice vote. Motion Passes.

The need for 2024 will be to get the new calendar available by mid-February. Katherine Klug will work with the office to get this on the website before the Spring Sales.

In addition to the sales calendar, there was additional discussion concerning a separate calendar for educational resources. Learning opportunities where our members can find educational materials or seminars.

Cameron Drew makes a motion to add an educational calendar to the website. Casey McClain seconds. Voice Vote. Motion Passes.

Executive Committee Ballot Results

9 for Chuck Fitzwater

6 for Cameron Drew

Chuck Fitzwater to join the Executive Committee.

Signage for the ABGA Office

The original quotes from when the ABGA was built could not be found. A discussion concerning the style of signage we would like. A rock sign with a Boer head, along with solar lights and flagpole holding American Flag and ABGA Flag was landed on. It was determined that we could possibly pay for the sign with donations. We will still need to look into pricing and permits.

Sam Knott makes a motion to approve \$5000 to be spent for signage, earmarked to be spent within the month of December to be offset by member donations. Mike Reis 2nds. Voice Vote Motion passes.

Gage Taylor moves to recess at 9:38am EST. Leah Maerten seconds. Voice Vote. Motion Passes

Meeting Resumes at 9:55am EST.

Office Update

Porschea Vann introduced herself to the Board of Directors and has been with the ABGA for a month. She was an office manager in her past position and has a military background. The primary issues she has seen in the office revolve around managerial stuff that simply needs ironed out and improved upon. Other items mentioned in the office update discussion:

- The atmosphere of the office has greatly improved.
- Moving in a good direction
- Jobs have evolved over the past six months to cope with iCompete.
- Still have extensive turnover
- Once iCompete is fully functional the resources in the office working through the issues will be able to transition to other responsibilities and/or be there for future growth and moved to other tasks within the office.
- We are still in crisis mode and once we get caught up, we will be able to invest in technology and customer service training.
- The Board of Directors are asked if there are any tools needed to help.

iCompete

Katherine Klug is still working very closely with our vendor to get the system updates completed to improve iCompete. The company is not providing current timelines of when things will be completed based on our requests of how we want to see it. There was discussion concerning the possibility of offering an invitation for our iCompete contact to travel to San Angelo to see the office firsthand.

There was additional discussion of hiring an external tech person to work on iCompete and to somehow help write the coding, but no action was taken on this discussion at this time.

All show results that have been **submitted** to the office will be in iCompete by this weekend. They will now focus on any cleanup from the transfer of show information from the blue screen.

Sire of Merit and Doe of Excellence

iCompete does not automatically award SOM or DOE, so a new form was created to apply for these titles like we currently have for ennoblement.

Chuck Fitzwater makes the motion to charge \$20 for SOM and DOE form processing. Brad Mackey seconds. Voice vote. Motion Passes.

Percentage Bucks-Sire of Merit status and Fullblood Does-Doe of Excellence

It has been passed by previous boards to award Sire of Merit to percentage bucks and Doe of Excellence to Fullblood does; however, the ruling had to be rescinded due to the system freeze with ABRI and the inability to update the system to track the points. Now that we are in the development stages with iCompete we can now set the system up to track both.

Ken Baty makes the motion to allow percentage bucks to get Sire of Merit and fullblood does to get Doe of Excellence. Chuck Fitzwater seconds. Voice vote. Motion Passes.

Katherine Klug presented the rule changes to 1300 and 1301.

Ken Baty makes the motion to accept the 1300 and 1301 rule changes. Chuck Fitzwater seconds. Voice vote. Motion passes.

There was discussion of updating the verbiage to remove "Percentage Doe of Excellence" and just have "Doe of Excellence".

Ken Baty makes a motion to change the wording from Percentage Doe of Excellence to just Doe of Excellence. Gage Taylor seconds. Voice vote. Motion passes.

Additional discussion concerning the issue with Sire of Merit and Doe of Excellence does not show on pedigrees and we should have the ability to correct that now.

Ken makes a motion to add the abbreviation of SOM and DOE to the pedigree. Lauren Green seconds, Voice vote. Motion passes.

Purebred Breed up Proposal

Presentation by Sam Knott and the committee work on the Purebred Doe breed-up proposal.

The ABGA is the largest Boer goat association in the world. There are four sections of the ABGA.

Fullblood, Percentage, Purebred, Commercial. Purebreds are the most neglected section compared to the Percentages and Fullbloods. Purebreds typically bring less than their counterparts and the Boer goat is a composite breed.

Our options:

- Do nothing.
- Do away with purebreds and make them percentages.
- Do away with purebreds and make them fullbloods.
- Allow for a breed up option to bring some upside to raising purebreds: 99% purebred does to obtain fullblood classification.

- Completely do away with purebreds and make them percentages, with the exception of 99% purebred does and have them eligible for a breed-up fullblood status.

Discussion concerning the proposal options. The proposal is simple and easy to comply with yet keeps integrity and in our breed standards. We need to identify and promote those purebred does to the fullblood herdbook that exemplify the ideal breed standard and increase the genetic diversity of the American Fullblood Boer Goat. The course chosen should not devalue the fullbloods. The purpose of the percentage registry was to influence the Boer goat and our genetic pool is dwindling down.

The board went through the options and removed Option 1, Do nothing.

Leah makes a motion to recess for lunch at 11:46 EST. Cameron Drew seconds. Voice vote. Motion passes.

Return from lunch at 12:32 EST.

Purebred Breed Up Proposal-continued

Ken Baty moves to eliminate Option 1, Do Nothing. Brad Mackey seconds. Voice vote. Motion passes.

Sam Knott proposed to the board a combined option of 2&5:

In 2024, purebred does are eligible for breed up to fullblood status with (DNA qualification, 2 inspections, and \$50 fee). In 2025, we will completely do away with purebred registry and make them percentages that are eligible for the breed up. Communicate, Educate, Prepare and Launch in **2025**.

Brad Mackey makes a motion to accept the proposal from the committee. Mike Reis secs.

Gage Taylor makes a motion to amend lowering the percentage from 99% to 97%. Leah Maertens seconds. Roll Call Vote. Yes; Leah Maertens, Mike Reis, Lauren Green, Gage Taylor. No: Rosalinda Vizina, Ken Baty, Casey McClain, Sam Knott, Kim Morgan, Kim Veal, Chuck Fitzwater, Brad Mackey, Cameron Drew. Motion Fails.

Cameron moves that we go back to the original motion on the table. Mike Reis seconds. Roll Call Vote; Yes, Rosalinda Vizina, Ken Baty, Mike Reis, Lauren Green, Casey McClain, Sam Knott, Kim Morgan, Kim Veal, Chuck Fitzwater, Brad Mackey. No: Leah Maertens, Gage Taylor, Cameron Drew. Motion Passes.

Placing Ribbons

A proposal was brought forward to pilot a placing ribbon purchase option for sanctioned shows for one year. This would allow sanctioned shows to purchase placing ribbons for \$65 and the cost is dollar for dollar.

Brad Mackey makes the motion to accept the proposal to pilot offering placing ribbons for \$65. Lauren Green seconds. Voice vote. Motion Passes.

Breed Standards-Laboer

The survey results for the Facebook survey:

795 total votes by ABGA count with 37 votes thrown out.

244 votes yes to DQ.

514 votes to not DQ them.

Lane Reigle gave a presentation submitted by the Breed Standards Committee proposing to keep the ears a DQ.

Discussion concerning Survey results and how it feels like the show ring is dictating the standards, not the standards dictating the show ring.

No action was taken, and elf ears will remain a DQ as clarified in the breed standards.

Marketing Brochure

One of the old brochures were found in the office and the Marketing Committee wanted to bring it forward to see if the board was interested in updating the pamphlets to be given out for marketing and to “brand” the business. The board found this to be very beneficial in the future.

Cameron Drew requested that they also look at creating a single sided flat small poster that can be displayed in feed stores and other locations.

The Marketing Committee will work on updating and will present back to the board.

Regional Show and JABGA Sanctioning Proposal

A presentation was given concerning the current regional show structure and how we rely on the Show Secretary to carry the risk/burden of the show. The ABGA should play a bigger role. With this, regional shows would have a host and the ABGA will have a bigger role in all aspects. In doing this, all fundraising monies will go through the ABGA.

Regional Show Proposal

- ABGA to play a much larger part.
- Decrease the Regional Shows down to one per region.
- Focus entirely on kids with no open show.
- Utilize a show chair in the region to help the ABGA with finding location, banquet options, etc.
- ABGA will pay all of the bills.
- ABGA will be the one opening entries.
- ABGA runs all contests and takes care of secretarial work.
- More involvement from the JABGA board.
- Would take effect, July-2024.
- Expense would be roughly \$16,000 per regional (\$13,000 now)

Discussion concerning how past hosts may feel unappreciated/uninvolved. Would the elimination of an open show hurt attendance? Are we worried about the increase in staff workload?

Casey McClain moves to accept the proposal to reduce the number of Regional Shows to 5 for the 2024-2025 show season and for the ABGA to play a larger role by taking on financial and organizational responsibilities. Ken Baty seconds. Voice vote. Motion Passes.

JABGA Points Proposal

A proposal was given concerning increasing the involvement in JABGA sanctioned shows to increase involvement outside of the regional program.

- Point series for JABGA sanctioned shows with points similar to regional program scale.
- Large shows classify double points.
- Awards by area.
- Points would be based by region only.

Discussion concerning the JABGA ennoblement program and how it doesn't really have a lot of growth. Provides encouragement for Show Secretaries to host JABGA shows with their open shows. Costs should be offset by an anticipated increase in membership.

Ken Baty makes the motion to approve the JABGA Points Proposal. Cameron Drew seconds. Voice vote. Motion Passes.

Cameron Drew asked that we send over for the JABGA board to look at how we can implement a way for FFA kids to declare an animal(s) so that they can show in JABGA shows similar to what 4H does,

Commercial Division Proposal

The last proposal was to create a points system for all wether and commercial doe shows to increase involvement in the JABGA. Start date would be July 1, 2024, and would be very similar to the JABGA proposal as it will be based on area. Costs would be \$3000 per area and to possibly do a pilot program to garner interest. After the pilot, charge a sanctioning fee for it. Bonus points for registered animals to provide incentive for someone to register commercial/market animals.

Gage Taylor makes the motion to accept the commercial division proposal. Brad Mackey seconds. Voice vote. Motion passes.

Brad Mackey makes the motion to recess at 2:15 EST. Ken seconded. Voice vote. Motion Passes.

Meeting Resumes at 2:35 EST

National Show

Ringside Tables- Directors to provide a food listing that is specific to their region to highlight different regional foods. Baskets should have cards thanking those that have purchased ringside tables for their support. They are working with Louisville to possibly elevate tables.

Vet-Still waiting and working on getting bids.

Announcer-Matt Moravec.

National Show Rules- Review up the updated rule changes.

Kim Morgan makes the motion to approve the recommended National Show rule changes. Mike Reis seconds. Voice vote. Motion Passes.

National Show Schedule Review-The JABGA has to arrive on Friday. Saturday will be strictly for contests. Sunday is market show day and showmanship. Members meeting on Tuesday following the auction. Live Fundraising auction will be done with the banquet.

Chuck Fitzwater makes the motion to approve the show schedule with changes. Rosalinda Vizina seconds. Voice vote. Motion Passes.

National Show Logo-National show logo recommended by the National Show Committee was brought forward. There are a couple of changes necessary but would like it approved before the changes are made.

Mike Reis makes the motion to approve the National show logo with recommended changes. Kim Morgan seconds. Voice vote. Motion passes.

National Show Charity- Recommendation from the committee is the American Childhood Cancer Organization

Lauren Green makes the motion to accept ACCO as the 2024 ABGA National Charity. Chuck Fitzwater seconds. Voice vote. Motion Passes.

National Show Sponsorship-The goal is to raise more funds than last year. Lowe's and Evolution are coming in as Diamond Sponsors.

National Show Site Committee Update

A presentation was given concerning 2025 and where we are looking to be for the National Show. Louisville is not an option in 2025 as they are booked. It is extremely difficult to find facilities to meet our needs. Kansas City is right now our main option for 2025 due to other facilities already being booked.

Revisiting ABGA Board Decision

There is a need to design a cycle so things aren't constantly being reevaluated. There must be a way to track what has been addressed by past board. This will benefit the board by being more efficient and should hinder rash decisions. Could set up a style to present in one meeting and decide in the next meeting.

Discussion that this was a great idea but how could we track those decisions.

Tabled until the next meeting.

Lifetime Membership

A presentation from the Finance Committee was given on the benefits of the Lifetime Membership.

Benefits to ABGA and its Members.

- Cost Savings
- Inflation Hedge (Protection from future membership fee increases)
- Continuous Learning Opportunities
- Networking Opportunities
- Recognition (What do we offer those who chose to become lifetime members? Farm Sign?)
- Discounts possibly for registration and transfers???
- Premium Content (Future goal)
- Immediate revenue for the ABGA.

Cameron Drew makes the motion to adopt the Finance Committees guidelines for the Lifetime Membership option. Lauren Green seconds. Voice vote. Motion Passes.

In addition, the presentation reflects that the income generated would go into a separate account and allocated annually. The income would not be recognized all in one year. The Finance Committee presented three different types of accounts to hold these funds in as their options from the Bank and their Committee.

Kim Morgan makes the motion to accept the proposal of the Finance Committee related to the handling of the funds in a separate account and to choose the option tying these funds to the US Treasuries option. Kim Veal seconds. Voice vote. Motion Passes.

Ken Baty makes a motion to recess at 4:33pm EST. Mike Reis seconds. Voice Vote. Motion passes.

Meeting Resumes at 4:45pm EST.

Strategic and Marketing Plan

A strategic plan is a document 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. It also defines the short term and long-term objectives and provides an action plan on how to achieve the goals.

It keeps the organization focused and aligned month after month, year after year. Even with election changes and member changes on committees.

Key objectives are in Member Services, Youth Development, Retaining and developing talent, Marketing and brand awareness as well as breed improvement.

Strategic Plan for Today and the Future of the ABGA 2024-2029

- **Youth Development-Grow the JABGA membership to 3500 by 2029**
- **Dedication to our Staff- Help them help our members.**
- **Genetic Improvement-Aim for 20k DNA tests conducted between 2024-2029**
- **Development of educational resources.**
- **Brand Awareness for goat meat (80-85% of our members do not show)**

- **Work with AGF to develop a goat checkoff program.**

Leah Maertens made the motion to recess until 8:00am EST. Ken Baty seconds. Voice vote. Motion Passes.

Respectfully submitted,

Kim Morgan

ABGA Secretary

American Boer Goat Association

Board of Directors

Face to Face Meeting, Atlanta GA

Day 2

Meeting began at 8:00am EST.

Roll Call-Directors Present

Ken Baty-R2

Kim Morgan-R9

Leah Maertens-R3

Kim Veal-R10

Lauren Green-R6

Cameron Drew-R14

Chuck Fitzwater- R12

Brad Mackey-R13

Mike Reis-R5

Casey McClain-R7

Sam Knott-R8

Rosalinda Vizina-R1

Gage Taylor-R7

Directors Absent:

Dan Elliott-R11

Staff Present: Katherine Klug

Porschea Vann

Hannah Jenkins

Members Attending:

Drew Williams

Lane Reigle

Tim and Rebecca Knotts

Brenda Fitzwater

Allison Richmond

Zach and Elizabeth Westfall

Executive Director Job Description/Posting

Leah Maertens moves to enter executive session at 8:01am EST. Gage Taylor seconds. Voice vote Motion passes.

Leah Maertens moves to leave executive session at 10:23am EST. Sam Knott seconds. Voice vote. Motion passes.

Sam Knott moves to approve the Executive Director Job Posting/Description as modified. Mike Reis seconds. Voice vote. Motion Passes.

Ken Baty moves to extend the Interim Project Manager position until July. Chuck Fitzwater seconds. Roll Call Vote: Yes. Unanimous. Motion passes.

Cameron Drew moves to amend the motion to offer a permanent Chief Operating Officer position rather than extend the current position. Brad Mackey seconds. Roll Call Vote. Yes: Leah Maertens,

Gage Taylor, Brad Mackey, Cameron Drew. No: Rosalinda Vizina, Ken Baty, Mike Reis, Lauren Green, Casey McClain, Sam Knott, Kim Morgan, Kim Veal, Chuck Fitzwater. **Amendment Fails.**

Cameron Drew moves to create a COO position and Job description. Brad Mackey seconds. Roll Call Vote. Yes: Unanimous. Motion Passes.

Casey McClain makes a motion for a recess. Leah Maertens seconds. Voice vote. Motion passes.

Financial Report and Budget

We will finish the 2023 Fiscal Year with a net profit of \$100k to \$125k. This would not have happened without the extensive fundraising efforts. In the discussion, the recommendation is to move \$100k to Neogen for future DNA services provided to help offset member cost.

Chuck makes the motion to co-fund DNA testing in the amount of \$100,000 for our membership. Mike Reis seconds. Voice Vote. Motion passes.

Financial Report

- Membership operating costs down 13% compared to 2022.
- Membership income has decreased.
- All registration segments missed budget by 8.5% compared to 2022.
- DNA is understandably down by \$30k.
- Net income for Nationals has increased by \$70k from Grand Island to Louisville.
- 2024 Louisville will increase expenses due to more judges and more space required.
- Net profit projected to be \$5 to \$10k after the funding to Neogen and December expenditures,

Budget

- 2024 will be a bigger challenge and we will continue to use a conservative approach in income generating line items.
- Cut expenses where we could find by cutting regional shows from 10 to 5.
- Budgeting for one Face-to-Face meeting in 2024 and will revisit plan in the fall to see if another is feasible and required.
- Next year we will be budgeting for a \$17k loss; however, it should be able to be absorbed.

Ken Baty moves to accept the proposed budget. Rosalinda Vizina seconds. Voice vote. Motion passes.

New Business

Lauren Green moves to send the issue of polled percentages to the Breed Standards Committee. Leah Maertens seconds. Voice vote. Motion passes.

Ken Baty makes the motion to enter executive session at 11:51am EST. Casey McClain seconds. Voice vote. Motion passes.

Cameron Drew makes the motion to exit executive session at 12:02am EST. Leah Maertens seconds. Voice vote. Motion Passes.

Kevin Richmond gives the directive to work on the issue of grant writing.

Ken Baty makes a motion to exit. Gage Taylor seconds. Voice vote. Motion Passes.

Respectfully Submitted,

Kim Morgan

ABGA Secretary

American Boer Goat Association

Board of Directors

Special Board Meeting via Zoom

December 12, 2023

Kevin Richmond calls the meeting to order at 6:02 CST.

Roll Call and Waive Notice-

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 Joined the meeting at 6:10 CST

Casey McClain-R7

Sam Knott-R8

Rosalinda Vizina-R1-Joined at 6:15 CST

Staff Present- Katherine Klug

Hannah Jenkins

Purebred Proposal

The board considered five different individual options and several combinations of proposals at the face to face meeting. Ultimately voting to eliminate the first option which was "Do Nothing". After discussion on the remaining options there was a motion made to the board which combined two of the options into one motion and one vote. This motion passed. Since the time of the vote the board has received feedback from many members; some members in favor and some members opposed to the changes to the purebred breed up and eventual dissolution of the purebred herdbook. The board has decided to send this proposal back to the Purebred committee for further consideration and collection of ideas and opinions. The board desires to learn more about the handling and timeline of the Purebred herdbook if the original motion were to be acted upon or modified in some way going forward. The board has tasked the committee to collect more information, input and suggestions on the subject.

- Some members believe there will be an increase in value for their goats and others believe the current proposal will devalue their goats.
- Is the timeline presented attainable (iCompete capabilities in 2025 and beyond, along with office staff workload) or should it be several years from now?
- Did we push it through too fast?
- How will ennoblements, show points and earned statuses be handled with the changes in herdbooks?
- What is the impact on purebred bucks with the motion, that we will be making percentage bucks if we remove the Purebred registry in 2025.
- Some members feel the breed up fees for inspections, dna, and processing fees are too high.
- Can we provide more details on why DNA requirements were established for the breed up proposal?
- There are some breeders that do not show that cannot get their goats inspected.
- The basic outlines of the breed up proposal were covered on the podcast and in the published minutes but a formal communication plan and marketing plan have not been established yet.
- The process and protocols for both phases of the proposal have not been fully established and the office staff is not ready to handle these requests or to answer detailed questions.
- The bucks were not considered in the purebred breed up to fullblood status, additional work needs to be done to fully understand how to handle bucks with this proposal or any amendments made to it.

Brad Mackey rescinds the motion from the December 2023 Face-to Face Meeting for the Purebred Proposal from the committee. Kim Veal seconds. Roll Call Vote: Yes: Dan Elliott, Leah Maertens, Gage

Taylor, Chuck Fitzwater, Cameron Drew, Lauren Green, Kim Veal, Brad Mackey, Mike Reis, Casey McClain, Ken Baty, Sam Knott. **No:** Rosalinda Vizina. **Motion Passes.**

Brad Mackey makes the motion to send this back to committee to fine tune all of the details of the Purebred proposal. Chuck Fitzwater seconds. Voice vote. Motion Passes.

Ken Baty makes the motion to add Lauren Green and Gage Taylor to the Purebred committee. Leah Maertens seconds. Voice Vote. Rosalinda Vizina abstains. Motion Passes.

Purebred Committee: Sam Knott, Rosalinda Vizina, Mike Reis, Katherine Klug, Cameron Drew, Gage Taylor and Lauren Green.

Sam Knott ask the Board of Directors to send all concerns and inquiries to him from the membership on the Purebred proposal to be collected for the committee to review.

Junior Regional Shows and new JABGA Point Series

Discussion concerning the confusion around the Regional Program and the new JABGA points program.

Regional Series Discussion Points.

- There will no longer be Show Secretaries for the regional shows. There will only be a chair person in the area region. All of the regional shows are coming in-house to be ran by the ABGA in order to prevent show secretaries from taking on the liability of the show.
- Juniors can go to multiple super regionals and can earn points in both regions, but can only carry a max point total of 40 to Nationals. This is not a change and is currently in the regional show rules.
- Some of the Board members did not realize that all of the regionals that are on the books were scheduled in the spring only.
- It was asked if the JABGA board was involved in this decision and this answer was, yes. The JABGA board asked for changes in July and to have them sanctioned by the ABGA in order to put some consistency in how each regional is ran.
- Is there a challenge bringing this in-house with the raising of funds for the shows? There are sponsors that the JABGA currently goes to for funds and it will also bring some consistency in fund-raising.
- Bringing the Regional series into the responsibility of the ABGA standardizes when entries are open, how they are ran, and standardizing fundraising.

JABGA Point Series Discussion Points

- Any Sanctioned show can sanction a JABGA show.
- The juniors can earn points in this series separate from the Regional program.

Do we need to do a FAQ or Flow Chart to explain the path of the two programs?

Leah Maertens left the call at 7:20pm CST.

There is still time to spread the Regionals out to the spring and the fall. Hannah stated that they will look at spreading the Regionals in the spring and the fall.

Motion to adjourn by Ken Baty at 7:39pm CST. Seconded by Lauren Green. Voice vote. Motion passes.

Respectfully,
Kim Morgan
ABGA Secretary