

American Boer Goat Association

Board of Directors

Regular Meeting – Teams Call

8/13/2024

Meeting scheduled at 7:00 PM CST

Call to Order at 7:43 PM CST

Statement to the directors and members presented by Chuck Fitzwater on the loss of ABGA President Mike Reis's son.

Roll Call:

Rosalinda Vizina – R1

Elizabeth Westfall – R9

Olivia Rush – R2

Kim Veal – R10

Paige Gunderson – R3

Tyler Sparks – R11

Jeffrey Gibbs – R4

Chuck Fitzwater – R12

Michael Reis – R5 (Not Present)

Brad Mackey – R13

Lauren Green – R6

Cameron Drew – R14

Gage Taylor – R7

Kevin Richmond – Past President (Not Present)

Casey McClain – R7

Sam Knott – R8

Attendees Present

Will Griffis, Association Attorney

Bill Taylor, ORW

Attachment A – List of Viewers/Presenters

Agenda

Due to the late start items were tabled from the Agenda to include: region review and ethics of directors and judges.

Motion by Paige Gunderson to approve the agenda. Seconded by Lauren Green. Voice Vote: Motion Passes, Unanimously.

Minutes

No minutes to approve, approved at previous meeting.

Treasurer Report

Presentation by Sam Knott with the introduction of Bill Taylor from ORW. Sam Knott noted the board is aware ABGA taxes have been filed and audit reports for 2019 through 2023 have now been completed. That's a big monumental task for the Association.

Bill Taylor's report:

OWR started working with the Association back in June of 2021. At that point in time, the most recent audit report that have been completed was for year ended 2018. Worked with the Executive Director at the time and staff to identify some things that were wrong and needed to be taken care of to start the audit process. Once that was completed OWR started into the 2019 audit around October of 21. Completion of the 2019 and 2020 audit was done in October 2022. Audit of 2021 was started in November of 2022 and completed in August of 2023. A couple of months later ORW stated they started the 2022 and 2023 financial audit which was completed in May of 2024. Pointed out some changing of staff during this time period of the audits and the first couple of audits were much more difficult to complete.

Discussion moved into information on filing of tax returns. ORW stated that no one from the IRS stated we need to have an audit completed. The tax returns and the 990s have been timely filed. They were filed with extensions in good standing and prior to facing any penalties. The 2017, 2018, 2019 tax returns were filed using unaudited financials by the respective November 15th due dates. Audits completed with 2019, 2020, 2021 and 2022 have amendments filed with the prior 990's to match the audited financials. 2023 is the first year we have not had to do that process because audited financials were available prior to the deadline. If that continues, we will not have to go through the amendment process. We will probably still extend past May 15th, but file as of November 15th with audited financial.

Audits and tax returns are up to date, which is wonderful, per Bill Taylor.

Additional item addressed by ORW, the 2017 990 not being found on the IRS website site. IRS agents were consulted and it is the IRS's responsibility to publish to their website. They could not give us a reason why they had not published it to the website, but because of the age of the tax return, they will not publish it to the website. They were able to confirm that the tax return had been timely filed. At this point in time they will not publish it. Suggestion made to put on our website or make available upon request.

The last item was really the segregation of duties and this relates to audit, report finance and so segregation of duties was something that was a concern. It really was directed to the accounts payable process, but we would recommend is a separation of the functions. The functions of invoice approval, signature of checks and the recording of these checks into QuickBooks with the approval of the invoice by an office manager and check signing from an executive director and then

entering of the activity into the books by bookkeeper. Without that segregation, we would continue to list this as an ongoing concern.

Cameron Drew asked I believe it was the somewhere, 2019-2020 or 2021. One of those three years, I believe there was an amendment to the return that was filed, but I couldn't find an in in the page 2 of any of your audit reports. What would have explained that amendment to the tax filing? Can you expand on that a bit for me to understand what had to be amended? I'm assuming it was a finding in one of your audits.

Response from Bill Taylor, they were amended not due to findings. The original tax returns that were filed by November 15th were filed using unaudited tax or unaudited financials, so that audit may have adjustments to it. Adjusting journal entries, whether that's depreciation, whether that is a classification of a payable, it could be a reclassification of a type of income. It is not a concern, but it is part of the process of the audit and so once that audit is completed now we have audited financials because the income may have changed in one account to another payable to something else. We amend the income tax return to mirror what the audit says and that has been done every year until 2023, simply because there were not available audited financials by November 15th when the extended due date was for the 990. Stated Cameron is correct, there are amended tax returns up through 2022, and those amendments took place because the audit financials were available at that time after the November 15th extended due date.

Cameron Drew confirmed this response answered her question. Another question was asked to explain between 2021 and 22 what the change in chart of accounts was on the GL?

Bill Taylor stated he did not have that in front of him. Discussed adjusting journal entries and asked if Cameron meant what adjustments needed to be made during the audit. Cameron stated no, it looks like the chart of accounts was changed and I don't have a key mapping to convert old GL code. Discussion continued with Bill Taylor on comparable financials on what was coded as one thing one year could be coded somewhere else. So how do you compare the two, and confirmed the question being asked. Bill provided his email address and asked for the request to be sent to him and he will be providing a follow up.

Sam Knott continued with the remainder of the treasure's report stating the directors received the tax reports and tax filings from 2017-2023 last week, they also received the last five years of audited financials and he had requested the office staff to post this individual filings and audit refinances onto the ABGA website.

Continuation of the presentation showing the ABGA is a nonprofit 501(c)5 on an annual basis, we have to collect about 1.5 to \$1.6 million in income to cover approximately 1.5 to \$1.6 million in expenses. A chart was provided to the Directors at the face to face meeting 4 weeks ago ABGA over the last 20 some years showing a track record of performance. In times of economic stress or issues around the planet, such as recessions and wars, we have a drop in financial performance. If you look at the years 2003, shortly after 9/11, if you look at 2008 when the recession hit its climax, less money, less confidence in the economy, I believe drive factors and as far as performance for the Association, we also had drops in 14 and 15. Obviously COVID-19 had a major impact on all global economic situations and social situations. We have a period of ups and downs as far as financial performance related to net revenue, a lot of our net revenue performance is directly

related to either economic or social welfare in the US around the planet. If you look at the years where the bar drops below, those are years the Association lost money, most recently coming out of the COVID-19 global pandemic, political unrest, and historical inflation in the economy, and our social status has changed drastically in 21 and 22. Sam Knott called out in 2021; ABGA did lose \$275,000 for the fiscal year because, for the next one and 2022, we delivered a net loss of \$60,000 for the fiscal year.

Sam Knott stated he became treasurer partway through 2022. We took corrective measures as a board to look at our balance sheet and look at our expenses and our budgets. We also knew that there was COVID hangover economy concerns and member satisfaction was definitely having an impact, but in 2023 we did finish the fiscal year with a net profit of \$47,000 for the ABGA.

Our income generators from January 1st, 2024, through July 2024 are registrations, transfers, and memberships. Membership has returned to levels prior to the pandemic over the last one to two years. He stated he has heard rumors and speculation that our membership has tanked or is half of what it used to be. All of those rumors and stories are simply false. The data does not show that at all.

Our membership base is 8000 plus members. In the last 6 months, we are the second largest single breed association of any livestock breed in the country, behind the Black Angus. We should be proud of who we are and we should invest in the future to keep driving growth. We gain new members every year, but we struggled to retain and gain ground. Described as a leaky bucket syndrome, where we always put water in the top, but we haven't fixed the holes for the water that's leaking out the bottom.

In 2024, our membership base is off .13%. Slide shown back to 2008, where we were right at 8000 members over a period of time we did drop down to just over 6500 members. We crept our way back up, and during COVID, just like lots of other social situations, people invested in their families. They got engaged, they got involved and we saw a membership spike in 2021 and 2022 after COVID. Last year's numbers did come down, but not catastrophically. Last year we could we finished the year with 8356 members. For the first seven months of the year, we have 7000 plus members for the association with five months to go. Every month we have membership renewals, both adults in juniors that hadn't renewed at the beginning of the year, they renewed their membership with ABGA.

Slide shown shows adult memberships at \$304,844 for 2024, equating to 5,398 members and \$57,960 for 2024 equating to 1,932 junior members.

We have struggled with iCompete spitting out accurate month to month membership data. ICompete shows we have 7,244 current members. Sam Knott stated as your Treasurer, I'm balancing the numbers based upon the actual dollars received that show up in the receivables, with QuickBooks used to make these recommendations and reports.

We are 7000 plus members strong, and the good news is we have five months left and our fiscal year every month for the next 5 months, we're going to gain new members, and we'll have returning members come back to us again.

Registration segments are short of plan and budget for 2024. Initially, we thought it was iCompete trying to catch up. We had a backlog in the office. We knew the membership experience was tough,

but it has been rebounding in recent months, with iCompete becoming more and more efficient. We've observed is breeders are exhibiting more of a conservative approach to registering goats instead of blindly registering many of the animals on their farm. One of the good things called out is even though we're registering less Goats in 2024, the number of transfers between buyer and sellers are ahead of last year at this time. The market is active and the people are still transacting and buying and selling plenty of registered goats.

So what does that look like from a total registration and member services income? What I am doing right now is I'm trying to capture the highlights from 7 pages of financials and from the next couple slides. So for the first seven months in 2023, a registration and member services income last year was at 467,000. Today it sits at 413,000. So when we set the budget for 2024, we believe these numbers would be flat from last year. Right now, income from these two major segments is trailing last year by over \$53,000 for the year.

One of the biggest items in our budget every year is the amount of income and expenses that flow into them back out of our national and regional show program. There's a major ramp up leading from April, May and June with thousands and thousands of individual line items for income and expenses. It usually takes at least 30 days post nationals from most of those to come in and be accounted for.

So what used to be a historical loss for the Association over the last few years? In 2022, the last year, Grand Island, the Association lost \$16,000 with a national event. We changed our game plan going into 2023 and we focused on fundraising, gifts, donations, gifts of kind. Expenses were up in Louisville, 2023 at \$308,000, but we actually turned a profit of \$56,000 with that event.

Now went right back into the P&L, but the difference maker from 2022 into 2023 is the significant amount of effort that went into fundraising. Last year, we raised over \$150,000, which is targeted towards fundraising, gifts, and donations. That is a major success story.

We knew going into 24 that everything in life, everything facing this Association, was going to be more expensive and it's certainly played out that way. The Louisville expenses are in the total National Show cost was just over \$368,000 to put on that event. The good thing is, is that between incomes, registrations for entry fees for gifts and donations for vendor fees, etcetera. Right now, we've brought in almost \$361,000. Sam Knott states there are several small credits and donations that have not come in yet and hit the books. Things like we have a credit on shavings coming in. We have some donations coming in to offset the meals for the membership meeting. When those credits come in, Sam Knott stated, we should be at a break-even for our National Show event.

So once again, Sam Knott wants to commend all those individuals, all those volunteers, and everybody who rolled up their sleeves and worked so diligently hard to put on an amazing event in Louisville and also ensured that we covered our costs from a financial perspective. Thank you very much for your efforts.

When we sat out the budget last December at the board meeting in Atlanta, we had a target of \$150,000 for gifts and donations, etcetera, and fundraising. We obtain that goal. Last year, we set our goal for 2024 to raise between 190,000 and \$200,000. We had a tremendous run at nationals, but we are still \$50,000 short of our goal to allow us to hit our budget for 2024. We still have a lot of

time. We have five months. Lots of things could be done to raise that \$50,000. Once again, just highly certain things that are important to know about our finances, the regional show income entry fees are up so far for 2024 attendance and participation is up.

Sam Knott stated one of the big call outs to Directors, if you saw all of my notes and all of my emails the last four weeks, we called out a difference in the spring of 2023. We did most of our fundraising specifically for the junior regional program. That was intentionally pushed off to the fall of 2024 after we said the budget.

Right now, we still anticipate about \$29,000 - \$30,000 to come in, but it'll come in over the next five months to support the junior regional program. So right now on the financials, if you compare it to last year, that puts, at a deficit of approximately \$29,000 compared to we were last year. Summarizing some costs for JABGA, the cost are up from last year 3.86%, but the cost per show is down compared to last year.

Other items that are call outs in our budget, total change total sanctioned show costs are up 16.79% for the year. We're almost \$5000. The next line item membership costs are down 19.69% compared to last year or a budget.

We're getting memberships done, both new and renewals, and we're doing it under budget.

The next bullet point - Total registration and membership services cost are up. Sam Knott stated I've called this out the last couple of months. The membership services and registrations are the biggest driver due to additional staffing to overcome the short-term deficiencies of iCompete in the registration process.

When we adopted iCompete two years ago, we started to set our budgets. At that time, we fundamentally believed iCompete would be fully functional. It would immediately benefit the office staff and our budget. The opposite has happened over the last 12 months. Instead of saving money, we've had to spend more money. We gave Porschea a directive back in the spring to staff up and to put all people possible on iCompete to get goats registered. So we are up significantly in this area to serve our members.

Total expenditures are down 2.46% for the first seven months. Porschea and Sam Knott have been reviewing her and our budgets to operate our staff. A meeting was conducted on August 6th to review the budget and provide transparency and clarity for line items that apply to office operations.

In reviewing the budget with Porschea, she started to identify some areas that could be cost-savings for the last five months. One area that Porschea potentially identified for savings for the Association was office supplies. We could potentially save \$10,000 plus for the remainder of the year. She might present later tonight for a more affordable printer for the office.

One additional item that was discussed was payroll. Porschea identified that office staff had been allowed to log additional overtime hours to increase their paychecks, not specifically for addressing a backlog of work in the office, under her direction. Sam Knott stated they had a dialogue around the importance of working their normal scheduled allotment of hours for budgeting purposes and the impact of overtime on the budget unless absolutely necessary. Sam Knott called for an immediate stop to this practice of letting staff work overtime whenever they needed additional

money. Moving forward, overtime will be based on workload requirements and board approval, indicating that paid overtime hours are needed in the office. In conclusion, the discussion was very productive and provided good insight on both sides for operational clarity.

Summary of 2024, we've been managing expenses. We're focused on driving income generators; we've known this since December. We are expecting a loss in 2024. We did not approve a balanced budget that covered all costs. Net revenue for our PNL, or our budget for the first seven months compared to last year, is off by \$106,000. Where is that coming from? Membership income is on par with the budget, but we're lagging by \$53,000, specifically in registrations. We're managing operational expenses tightly. The next five months are very important for us. We're behind by \$50,000 in donations and fundraising. Our collective goal needs to be to raise \$50,000 for the next five months to help us get back in line with their budget. The regional show fundraising campaign of \$32,000 will get us back on par with the budget as well.

Ultimately, we must get back to growing. What does that look like? More members, more registrations, and improved member experience. We have so much untapped potential. We need to get back to growth and working together.

Sam Knotts's last financial slide simply summarizes the last page so that everybody can see our financial net revenue for the first seven months and the first column for 2024 compared to the first seven months of 2023. As a reminder, last year, we finished with a net profit of \$47,000. The way we are tracking right now, we are projected to lose money as an association. The net revenue today compared to last year is off \$106,000.

Sam Knott opens up to any discussion or any questions.

Cameron Drew states she sees the \$106,000 loss and states in recent days we are hiring an executive director. Does that include that salary into this last quarter and a half or is that pre that and any other accruals that we should see on the books?

Sam Knott replies, the \$106,000 is a metric based upon the performance of the first seven months. So no, the future executive director salary is not reflected in those numbers.

Cameron Drew stated OK and but that 106, that doesn't have any of your projections, right, that's our actual versus expenses. Are you doing any projections in that?

Sam Knott replied, so our actuals today, if you look at the first column, the net revenue for the first seven months is that \$193,000, the net revenue this time last year was the \$299,000. The difference is \$106,000. Where is the 106,000 coming from? It's coming from because we're behind on Registrations by \$53,000 and we're behind today on specific fundraising things and I called out the \$32,000 gap with the junior regional program. The junior regional program funds, if we do our part and assist Hannah, that \$32,000 comes back to our bottom line the next five months. If members are happy and people are registering goats, we certainly can't see an uptick in registrations and transfers. That's very hard for me to project.

Cameron Drew states so that so when you say so I'm going off of what you're showing on the screen, but then also the Excel document that you had sent to the board members to say, hey, take a look at this and see where we might be able to pull some levers to make up those losses. So in

when you say Jan through July as it I made the assumption through July meant through to July 31st, not June 30th, is that accurate?

Sam Knott replies, correct the financials you're looking at would be through the end of July 31st.

Cameron Drew states, OK, so when I went through that excel sheet that you had provided, I agree with you right. One of the bigger underperforming is the registration. The full blood purebred percentages transfers in the DNA, right? Those were the big buckets. When I looked at your our budget 2024 budget versus the actuals, granted that we still had five more months to go, but they were underperforming by slightly over \$400,000. From what we had budgeted and and keep me honest here, Sam, it's my understanding that the bulk of our membership and Registrations, we have a we have a ramp up going into nationals and then we'll get another trickle in the fall for fall kidding.

Sam Knott replies, that is correct.

Cameron Drew states, but then it's pretty flat.

Sam Knott states, so let me summarize that I've called it out numerous times over the last two years, approximately 2/3 of her annual income occurs in the first six months of the year. August through November our income drops. It just less registrations or less membership income coming in. So today we do have a positive net revenue of \$193,000. Cameron, if you recall at the face of the face meeting, I projected then that I believe as I try and forecast at that time, I was forecasting what hadn't come in for July and forecasting August, September, October, November and December. I told the board, I believe we're going to lose \$100,000 this year based upon reduced amounts of income that come in and that we relatively have fixed expenses for the most part.

Cameron Drew states, so my my question is, is, is that is that a safe assumption? Is that a safe understanding right that we are tracking? So the stuff, the expenses that we've been able to make up a significant portion of that 400,000 that we are under budget on for in the income generators. Because the next big item, which I think you've addressed is the regional show sponsorships that that, that that's down You know, again, I'm going off of your excel sheet that you had sent out, but do we have enough levers? I could not find enough levers in our expenses to make up for that shortfall in those revenue streams.

Sam Knott states, correct, I totally agree with you. If, if you recall, Cameron, when we were at the face to face meeting in Atlanta, we struggled to find anymore expenses, the cut out of the 2024 budget. That's why we went into 2024 with a deficit, with a projected loss. And that's reflected on the spreadsheet you have.

Cameron Drew states, alright, and then back on your slide 10 for the memberships. Umm it is it accurate that I that I read that again might just be my eyes with the how small it is on the screen that we are down. You're reading 7000 change in memberships and 2023 we were at about 8000 changes that accurate.

Sam Kott replies, well, you're not comparing apples to apples. The 8300 members was for the entire 12 months, the 7000 plus members I'm representing, Cameron, started on January 1 and go through July 31st, so in August and September and October, November, December, we will have

new memberships that come in if we don't get at least another thousand plus memberships in the next 5 months, I will be shocked. I think the entire association would be shocked, but none of us can project if we're going to land at 8500 or 9000.

Cameron Drew states, all right, but those the so just for clarity, right, the memberships that we take in because we know we see a ramp up between October and January 1st because of the way we have our roles written for people to be able to vote, those are those, will those be booked in 2024 or those booked on our booked for the 2025 year.

Sam Knott replies, so memberships that are taken in mid to late December for 2025 memberships, we set up an accrual and that shows up in 2025 income.

Cameron Drew asks for clarification, in October, November, those show up in 2024?

Sam Knott replies, correct.

Cameron Dew acknowledges, OK.

Sam Knott asks if there any other questions? Concludes the treasures report.

Paige Gunderson asked if the document being shared could be sent to members. Sam Knott stated yes and that it is public information that he shared at nationals and at the San Angelo meeting. Sam suggested sharing to the website in a similar location as tax documents.

Chuck Fitzwater calls for a motion to accept the treasurer's report.

Motion by Lauren Green to accept the treasurer's report. Seconded by Rosalinda Vizina. Voice Vote: Motion Passes, Unanimously.

Presentation by Sam Knott on the National Show location. Last July, there was a new committee formed to find National show sites, research them and help the Association lock in the long-term agreements. The committee was made up of Sam Knott, Chuck, Mike Reese, and Dan Elliott, and we had some input from members all over this great country. Our board reached out to and talked to and researched 25 different locations. We learned that across this great nation, very few livestock facilities actually have the square footage and 2000-plus pens readily available to serve our association. The other thing we learned real quickly is that those facilities that do have those capacities are all in extremely high demand. When school gets out across the country? Every livestock Association: Cattle, Pigs, Swine, Chickens, Horses, Rodeos. Everybody wants these facilities. We researched facilities all over the country and narrowed it down to a top candidate list based on those who actually have the capacity and open dates to service us. We quickly narrowed it down to potentially the new Kansas City facility, which isn't even built yet for 2026 and beyond, they were reluctant to price those facilities out. Springfield, MO, has the appetite to service, but they lack 1500 pens. Grand Island NE came back big time in the last 60 days and they want us back. We researched the Indiana State Fairgrounds. We also researched the Stevens County, Oklahoma Duncan facility. Competitive bid per year range from \$78,000, which was the current Louisville cost this year to a high of \$235,000 per year across the yellow and Blue Stars on the presentation.

Louisville cost is \$78,000 this year. The new Grand Island proposal for 2026 and beyond is super, super attractive. Sam Knott presented this to the board at the San Angelo meeting. Grand Island dropped their price substantially, down to \$52,500 per year. They have also guaranteed us, the local Grand Island incentive flow program or grants is going to commit to a minimum of \$20,000 to \$25,000 back to the Association, dropping our grand total cost into that \$30,000 to \$35,000 range for the same benefits and features that we've been experiencing at Louisville. They've upgraded their facilities. They have a lot of good options today between the climate-controlled show arena, they now have better loudspeakers, and they have high definition screens, and TV's all over the facility.

Sam Knott stated he had presented this to the board but one thing has changed since the board heard this in San Angelo. The date availability in May of 2026 and June of 2026 has changed. We got bumped a week earlier than planned because of a long-term contract with a cattle association, so the dates on the screen are locked in with us at the moment. We need to sign the agreement and give them a deposit that locks us in for 2026 through 2028. The only change we need to be aware of is. Unfortunately, we are a week earlier than we wanted in 2026 originally discussed. We have the option to renew for 2029 and 2030. It's not guaranteed that we take it, but it is an option on the table.

The board passed the motion to go to Grand Island back in July at the face-to-face meeting. Sam Knott called for a final review of those dates of May on the last day of May through the 1st week of June. That is a week earlier than what we initially requested.

In 2027, we have that date range. We can pick June 5th, the 15th or June 7th through the 15th. You go to 2028, you can pick June 7th to June 14th. The moment we sign the contract, we got our desired weeks in Grand Island based on the date changed for 2026. Sam Knott asked if we need to make another vote or another motion here.

Jeff Gibbs asked about 2025 to see if they (Grand Island) were available because what was the date we were having to change to up in Louisville.

Sam Knott continued and thanked Jeff Gibbs. The committee referenced, scoured the countryside for 2025 and the only facility that was open for the date, for, for even having us was Louisville. The dates May 30th through June 7th are booked today in Louisville for this association. What has changed is that in 2025, Grand Island had a major cancellation. If we need to, we can back out the \$2,500 deposit that we have for Louisville for the wrong dates. Everybody knows those are not our preferred dates for 2025 in Louisville. We can get out of that agreement and the contract, go to Grand Island in 2025 and get June 7th through the 15th. Now that gives us the dates we want and it definitely drops the cost point per event down.

Sam asked to make sure everybody's good with the dates for 2026 then roll into 2025 for board discussion about changing our plans to use the Louisville facility in 2025 to go to Grand Island.

Paige Gunderson asked Elizabeth Westfall to provide some updates on the Louisville facility.

Elizabeth Westfall stated we've been staying in connection with them about our 2025 upcoming show. Because of a lot of the discussions that we had with them last year about needing additional

space because the number of participants has increased year over year at Louisville, they have now worked it out to where we would have the pavilion available to us for the entirety of the show. They also have us listed for the dates of May 28th through June 8th, so we would be able to expand and spread out a little bit more. Unfortunately, Louisville could not get their full proposal by tonight. Still, they were trying to throw their hat in the ring for 26 and 27 because they've expanded their proposal to include the pavilion and Broadbent Arena if needed for 2026 and 2027.

Paige Gunderson added that there is a tourism board for Louisville that has a similar grant to Grand Island's that's available to us. They would also work with us on reaching out to major hotels and upping security and parking lots because we've talked about Louisville being a safety concern. This tourism board or tourism group would like to work with us, and they work with their major livestock events held in Louisville. They work on security, they work on getting us a grant or local incentive grants and help us with that. Something to keep in mind when we're talking about the price difference.

Paige Gunderson stated she agreed with Sam that we need to get them after locking these in, or we're going to lose everything, but she just wanted everybody to have a full picture of what we're working with here.

Sam Knott restated to summarize that to be very clear, in 2025 as of three or four weeks ago, the only option we had in the continental US was Louisville for May 28th through June 8th. It was a week earlier than they wanted, and in the last three weeks, this new opportunity surfaced with Grand Island after they had a cancellation on their schedule. That's the only reason why this became available. He called out if we agree to this with Grand Island the first year we're back there in 2026, and we're looking at a week earlier than our desired window the same situation as Louisville for 2025.

Lauren Green asked how much of a grant Louisville is talking about. She stated because right now, I'm looking at a \$45,000 difference between Louisville and Grand Island.

Elizabeth Westfall replied they did not give a dollar amount, they were actually working with the tourism board to find out how much they give to the the quarter horse and then some of the cattle ones and to work on some of the additional incentives that they can do. Elizabeth stated she had hoped to have a proposal tonight. Unfortunately, they did not get that to her with some of those additional incentives outside of they've locked in the pavilion for us for 2025 and making that those date extensions work as well.

Sam Knott stated that two years ago, Louisville was approached about the local incentives and we were denied or told they don't exist. Chuck Fitzwater added that now that we're ready to pack the

bags and move, they want to flash the grants in front of us. Hannah Jenkins stated she was the one who applied for those grants.

Motion by Brad Mackey to move back to Grand Island for 2026, 2027, and 2028. Seconded by Lauren Green. **Roll Call Vote: Yes** - Rosalinda Vizina, Olivia Rush, Paige Gunderson, Jeff Gibbs, Lauren Green, Gage Taylor, Casey McClain, Sam Knott, Chuck Fitzwater, Brad Mackey **No** – Elizabeth Westfall, Tyler Sparks, Kim Veal, Cameron Drew; **Motion Passes**

Discussion on making a motion to move the National Show in 2025 to Grand Island, NE, initiated by Brad Mackey. Cameron Drew brought up that the original motion would have to be rescinded. Gage Taylor affirmed. Chuck Fitzwater asked if the person who made the motion has to rescind the motion. Cameron Drew and Gage Taylor stated it had to be someone who voted in favor. Cameron Drew stated she had made the motion and would not rescind it.

Elizabeth Westfall asked to evaluate from a data perspective; the one thing that has not been brought up and not been analyzed in this is the number of people that attended the show when it was in Grand Island versus Louisville and then the income. Going back to the expenses versus income slide that Sam had, the expenses were less, and we had an income loss of \$16,000 versus breaking even or being positive. In addition, there needs to be a data analysis done on where the people who are going to nationals are coming from.

Kim Veal stated we pulled the numbers, and when you look at the numbers as far as where the regions are, it's still within it was actually in Tennessee. So when you're looking at the regional map, you're saying that Grand Island is regionally centrally located, but you have to do it for the membership, not the whole United States.

Lauren Green stated she did not mind rescinding the motion. Cameron Drew stated she agreed with Elizabeth. She said we don't have enough data to tell us the story and asked to hear from Paige and Elizabeth on their thoughts. Lauren Green asked, are we going to lose enough members in Louisville to make up for the \$45,000 difference in the cost of the facility?

Paige Gunderson stated the the hard part is you're really comparing apples and oranges right now. She stated she was struggling with it because the date range in Louisville and the date range in Grand Island do not work great for what we're trying to do because, ultimately, the juniors are what drives our National Show. Contrary to popular belief that the ABGA show wasn't there, the JABGA could support its own show. We need to look at where our juniors are coming from. When we look at the junior increase moving to Louisville. Paige stated there were a couple of things happening in her opinion including that was when our age increase happened, and it's also going to the commercial headquarters of the world too. A couple of things played into that because our market show and our commercial show erupted going to Louisville, and our junior membership or junior participation spiked in Louisville by 150 or 180 entries. Hannah Jenkins stated that exhibitors

doubled by going to Louisville alone. Paige Gunderson stated that you also have to keep in mind school dates. For 2025, and it doesn't matter where you're traveling from, you can be out in Oregon; you could be down in Florida; it's going to take travel time for one of our members.

Elizabeth Westfall stated from a data perspective that she ran the numbers of where the individuals came from, which showed at our most recent nationals in Louisville:

72 from Region 9, 66 from Region 13, 54 from Region 8, 37 from Region 3, 27 from Region 4, 26 from Region 7, 23 from Region 12, 21 from Region 10, 15 from Region 6, 13 from Region 5, 11 from Region 2, 5 from Region 14 and 5 from Region 1.

Lauren Green asked how many we might get from other states that are a little closer to Grand Island as well. Elizabeth Westfall replied she did not have the data to give that perspective at this time.

Motion by Lauren Green to rescind the previously approved motion to go to Louisville.

Seconded by Gage Taylor.

Discussion on if new directors who were not present during the original motion could vote. Gage Taylor stated he was looking up the answer. Will Griffis, association attorney, stated he had not seen any contract and cautioned to be sure the \$2,500 would be the only thing we would be on the hook for. Cameron Drew stated yeah are we sure that there's no other fines or penalties. Sam Knott asked Elizabeth Westfall if she could confirm. Elizabeth stated she was looking for the contract.

Chuck Fitzwater continued the discussion on the dates and interaction with graduation dates. He stated he knows that we're going to have to deal with that the next year in Grand Island. Gage Taylor stated we are good to vote.

Roll Call Vote: Yes – Brad Mackey, Chuck Fitzwater, Sam Knott, Olivia Rush, Paige Gunderson, Jeff Gibbs, Lauren Green, Gage Taylor, Casey McClain No – Cameron Drew, Tyler Sparks, Elizabeth Westfall, Rosalinda Vizina; Motion Passes

Motion by Gage Taylor to move the National Show to 2025 to Grand Island, NE on the 7-15th.

Seconded by Olivia Rush.

A discussion by Elizabeth Westfall brought up that there is no transition plan, and we should ask the juniors and get their input on this because we have already announced it, and people have already started making plans, including a couple of vendors. Lauren Green stated the juniors are not the ones who haven't a fork over the extra \$45,000 that we can save. Paige Gunderson stated that the juniors do pay for the show; their entries are our main income drivers, so that is not a very true statement. Elizabeth Westfall reiterated that if we don't have the juniors paying the entry fees, we aren't paying for the show. Olivia Rush stated she has had a lot of junior members and parents

approach her, not happy with the dates in Louisville as well. Casey McClain stated same here to Oliva's statement. Paige Gunderson stated the thing to remember about the Nebraska dates is there might be availability come up just like Louisville. Elizabeth Westfall stated to hold on to that statement cause Sam said they, Grand Island, signed a contract, and somebody already paid the check for those dates.

Cameron Drew stated I need confirmation that there's not additional fines or penalties in the contract. I get that there's just a deposit out there, and then I also want to be extremely sensitive that we made this announcement to the members, Sponsorship has come in, and I'm not comfortable changing it at this time. Tyler Sparks stated he agreed with Cameron.

Gage Taylor asked if Porschea was on the call still is she could clarify on the contract. Porschea stated there was a deposit that we paid online and it was just a link. Gage asked to confirm how much that deposit was for. Porschea verified \$2,500.00 was paid.

Tyler Sparks stated he agrees with Cameron. Also, in San Angelo, we had the number of juniors and Louisville versus Grand Island, but we didn't have the financials for that, so I don't know how we can make an educated decision without seeing the price difference in one place versus the other.

Sam Knott stated the other thing we haven't addressed is that Hannah was hired a year and a half ago with all of her efforts. Really rallying around the junior program, we didn't have that for the last one to two years in Grand Island. Lauren Green stated whoever sponsors the juniors is going to sponsor them regardless of where they are. It's the sponsorship that matter.

Kim Veal stated when we left Grand Island, our numbers went up. So if we go back and our numbers go back down and now you're saying four years instead of the three years, I don't think that's fair to the membership. If our numbers came up, I'm not sure that going back to Grand Island and locking it in for as many years as we did before, it's fair either.

Brad Mackey said he doesn't think it comes to a fact of being fair; he thinks it's economics. Kim Veal replied, with that being said, there's another facility that was offered two years ago to come there for free, and we didn't accept that for free. Brad Mackey said he missed that one, he guessed. Elizabeth Westfall stated that was West Monroe. Kim Veal said it was offered for free. Jeff Gibbs stated if it was for free, he wouldn't go. Kim Veal asked why we wouldn't have looked at that.

Cameron Drew stated she has a lot of respect for Hannah in her role in her job here. When you see a trend in attendance going up, especially when it's involving children, it's a lot easier to sell when you've got kids behind it, right? I understand that looking at the numbers and what we're seeing here, and especially with the possibility of a grant, we've got some really good members that are out there that have offered their grant writing assistance.

Gage Taylor moves for a roll call vote.

Lauren Green asks to make one quick point we have to recall, remember too that we've raised the junior age to 21. That will account for a lot more kids being enrolled as or showing as juniors no matter where we have it.

Roll Call Vote: Yes - Olivia Rush, Paige Gunderson, Jeff Gibbs, Lauren Green, Gage Taylor, Casey McClain, Sam Knott, Chuck Fitzwater, Brad Mackey **No** – Rosalinda Vizina, Elizabeth Westfall, Tyler Sparks, Kim Veal, Cameron Drew; **Motion Passes**

Sam Knott stated he would be contacting Grand Island immediately.

Office Update

Porschea Vann stated we are keeping a 5 to 7 day window with all work. So if any members are on that have not received anything and you submitted anything prior to five to 7 business days, please check your inbox or reach out to the office. At the face to face, I was given a task to look over our document retention and the office. It looks like from the past office manager she was keeping records for seven years. We currently have the past eight years in office. I don't have anything as far as what we're what we should be keeping and what we can be shredding, that's been at a halt.

All of our AP work and our accounts payable work have been handed over to Brenda since she moved to part-time, which was back, I believe, in August of 2023. Once she departs, that will be handed back over to the office and filed in my office.

In iCompete our ennoblements, our sire of merit, doe of excellence award are currently being mailed out. We did receive an update today allowing us to put visual inspection dates on the certificates and so those should be starting to mail out by the end of this week.

Discussion over the proposal for a new printer. We currently have two office printers that cost us about \$778 per month. If we get rid of those two and go down just to that machine alone, we can cut that monthly price by \$118. It has about 20 pages faster than the printer we have now, so it's more than capable of giving us the same quality, if not better, and at a faster rate.

Sam Knott asked if we are able to get out of the current agreement on the printer that would just bought a year and a half ago, or at least a year and a half ago? Porschea Vann stated those agreements will roll over into this new one. She stated, I would suggest that we keep that because it covers our toner and any damages or repairable on their end. Cameron Drew stated it looks like this is a flat rate monthly \$658 plus the meter click. Porschea Vann confirmed. Cameron Drew continued, they sell these monthly flat rates that come with the assumption of usage; what's your confidence that 20,000 black clicks and the color click count? What's your confidence level that those numbers are accurate? Do you have like a data that look you can look at the usage over the last 12-16 months? Porschea stated she does not currently have anything currently but can get from the printing company.

Jeff Gibbs asked if they do a lot of color printing. Porschea stated they mainly print the certificates in color. Also, it would cut down some of the costs that we have for nationals. We print a lot of signs, and then in the exhibitor packets, we do a lot of printing on that as well. Typically, because of the

volume we send that to Office Depot because we don't want to interfere with any of the colors that we have for our certificate printing. Jeff Gibbs stated I'm not against the printer, I'm saying maybe if there's a different program you can get into because I don't know how many certificates color certificates you print every month. But say 2000, you're talking 900 and some dollars a month. You're going to get hit for every one of the 2000 documents in color. Maybe another at-lease option would allow you to do more color printing without getting hit for \$0.50 a page. Suggested to look for a more complete lease or so we don't get hit with these high monthly overcharges.

Elizabeth Westfall suggested from a color perspective is having the color background preprinted on certificate paper. You can get it in bulk to reduce costs, then preload the printer and you only print out the fields in black.

Chuck Fitzwater asked if Porschea had purchased the computers that we approved for last month. Porschea confirmed that they have been purchased but she is working with the IT guy in San Antonio to add local accounts to the computers.

Porschea Vann provided an update on staffing, registration supervisor had submitted her resignation effective immediately. Porschea stated she had reached out to a local staffing agency, which she had been hired through. She stated it would be \$27.90 per hour for them to find a temp-to-hire an employee for a trial basis, and I think it would be beneficial to use this company. They can create candidate tests to see if they would be the best possible fit for us. They also want to create a test that goes over our rules and regulations after their first sixty days to see if they're kind of grasping of what our Association needs and what are the needs in the registration office.

Brad Mackey asked if we have a reason the person quit. Porschea Vann stated she was not able to do any kind of an exit interview. Gage Taylor asked for the name of the hiring company. Porschea Vann stated she worked with Spherion Staffing and Recruiting she stated they're the ones who got me this position.

Elizabeth Westfall asked if any staff member has expressed interest in promoting up to that supervisor position. Porschea Vann replied unfortunately not.

Cameron Drew stated I know you didn't get to do an exit interview, but as far as the performance of the employee, was her compensation of pay in this at all. Porschea Vann replied, I believe that it was. Once we kind of put the end to overtime, I think that was a little bit of water in her bucket. I did let her know that all reviews for raises and or moving over to salary would have to be taken to the board for review at the end of the year at the face to face so they can adjust accordingly in the budget. I think that was a little bit more water added into her bucket and I don't know 100%, it could have been the drop that needed to spill over.

Paige Gunderson, Do we feel like the responsibility load would be lessened to the point where the previous supervisor would be with iCompete changes. Cameron Drew the strides we're making in the iCompete it's going to help us become digitalized and hands free. But the supervisor is more what we want these employees to be doing, not the mundane wash, rinse, repeat. That's what we do want the system to do.

Elizabeth Westfall reminded the group to remember it's important to not talk about reasons for employees leaving from an HR perspective in an open meeting. Rosalind Vizina confirmed and also

asked that we have more than one agency to provide us with a resume or an interest of other potential employees. Elizabeth Westfall encouraged staff to put it out there on sites like Indeed or other major global sites before we elicit a headhunter operation to see if we can hire internally first.

Will Griffis asks if Spherion locks us in for X amount of years or if it is more of a headhunter type of arrangement? Porschea Vann stated we are not locked in for any amount of time. Will Griffis ask if there's a fee that goes along with making them a full-time employee of ABGA as well, correct? Elizabeth Westfall stated the temp agencies she has worked with have an overhead charge on their hourly rate during the time that they are a temp. Porschea Vann stated yes there is a fee. Right now she is looking for a temp to hire.

Casey McClain asked this hiring company if Porschea had any personal knowledge of anybody who works there or feels comfortable working with. Porschea stated she had previously worked at Spherion in the office. Rosalinda asked for more than one agency be used and other sources be considered. Porschea gave some follow-up on her experience from using Indeed, Brad Mackey stated it was terrible and had not retained one employee from Indeed.

Lauren Green suggested having the executive director look at resumes as well. Several directors agreed. Brad Mackey brought up giving the office manager some leeway and let her find somebody to help her. Elizabeth Westfall stated there was nothing wrong with her moving forward with looking for ways to post a job offering then doing interviews in conjunction with the executive director.

Cameron Drew asked Porschea if she can tell us where we stand with the hiring for Brenda's position. Porschea Vann stated she did not have anything on that. Sam Knott asked if she needed help writing the job description portion. Sam Knott stated for the members, we need to recruit and hire a full-time bookkeeper to replace Brenda, who is desperately ready to be done.

Cameron Drew stated she has talked to Porschea about a pulse the office environment. Did we have any employees, for upskilling and promoting from within We've got Sonia doing AR and Brenda doing the accounts payable. We've got an executive director coming in segregation of duties, the checks that could be separated. Would Sonia have any desire to learn and get trained in nonprofit accounting accrual accounting practices and learn that aspect? We've got a couple of members that have volunteered that have deep, deep-rooted knowledge in this space and have volunteered to do some training. We've talked at multiple face to face is about investing in our employees, upskilling development, professional training. Sonia is our most tenured employee. We would have an opportunity to show the other employees that we are vested in you and we are investing in you, and here's your growth. Especially as we start to turn some of these toggles on and iCompete and employees get a little bit of fear and concern about hey, what is my job look like tomorrow? Do I have a job? I think this might be the opportunity for the board to show that we are investing in our employees. Just want to put that out there for the board to start thinking about because it might be a missed opportunity for us if we if we don't consider it.

Jeff Gibbs asked Porschea to speak with Sonia to see if she was interested. Porschea stated she had brought it by her. At first, she did seem a little hesitant, but that's only because she doesn't have a lot of knowledge in QuickBooks. We could possibly get some training and maybe have Brenda come in and kind of work with her one-on-one if it would work on Brenda's schedule, and she didn't seem opposed to it after that. Porschea agreed with Cameron if we do our investment and we get her

trained properly, she doesn't think it would be an issue. Stated Sonia has been doing accounts receivable for a couple of years now, so she's pretty comfortable on that side, and I don't have any doubt that she would pick up the accounts payable side just as quickly. Jeff Gibbs stated he would like to see a conversation with that instead of just watching them walk out the door because they think there's no hope. Elizabeth Westfall stated she was a big proponent of manage up or manage out, stating we need to give them opportunities to grow within the company.

Jeff Gibbs stated he would like to see Porschea go ahead and talk to her about that and see if we can't move something forward with. You could give somebody like that a raise to move up and still be cost effective to the Association in the long run, even with them getting a raise to do more work. Jeff asked if we could move forward with this to see if she was interested. Chuck Fitzwater agreed and asked Porschea to go ahead with it.

Chuck Fitzwater then asked a clarifying question of Porschea Vann if she has any relationships with this recruiter that you're the recruiting firm that could be a conflict of interest in any way? Porschea Vann stated yes, the operating manager and sales director is her mother. Chuck Fitzwater stated we need to be careful with something like that. Jeff Gibbs asked for Will Griffis's thought on conflict of interest. Will Griffis stated there could be definitely the perception of a conflict of interest. Stated he was in San Angelo. If there are other options, that's a good way to go, just to make it look like there's not a conflict of interest. Cameron Drew stated she did a quick Google search and was able to find five or six other options out there. Chuck Fitzwater stated to try to find somebody within a different agency to be on the safe side.

Executive Director

Sam Knott presented on behalf of Mike Reis due to his absence. The ABGA is very excited that this board has recruited and hired a new executive director. They're working on the starting date for Mr. Caleb Boardman to become our new executive director. He is a young man, that passed a rigorous recruiting and interview process over the last 2 1/2 months. We are extremely, extremely excited by this hire and full of all kinds of energy and excitement for this Association. He comes from an extensive livestock background, having grown up both with cattle and sheep. He's also been leading the nation at Texas A&M with their judging program, and he is extremely excited to get started counting down the days for the start date. This is a momentous occasion for our association, and I think he can help bring us prosperity in the future. An official announcement will hit our Facebook page and website in the coming days with an official bio and a picture of him. He is going through his due process as he exits Texas A&M and gets ready to start here at ABGA. We've got a good one and we're extremely excited. Several directors chimed in with congratulations.

JABGA Regional Series

Hannah Jenkins presented a map on the regional show series participation in the regions. Data is from April of 2024, a lot of our junior membership for Area 3 is there in Indiana, they have 211 junior members within the state of Indiana alone. With Ohio being the second closest at 54 kids, Indiana group is extremely strong and has a lot of kids that are extremely active within their area.

A couple options that we have for the area 3 regional show. The Greenfield, IN show is still on the table. The Wickards have done an incredible amount of work the past couple of years to make that regional show a huge success. They've brought in things like Walton webcasting and they're they give gifts to every single participant that that comes, and they have dedicated a lot of time and hours and money and resources and everything they can until to that regional show. She stated Julia (Wickard) is extremely passionate about that Show and does a great job.

Another option that I worked with Tyler on is a location in Chillicothe, OH, from April 11th through the 13th. Hannah stated her personal opinion is that the Wickards have done an excellent job with that show there in Indiana and we need to leave it there in Indiana for this show season and to potentially explore other options for the next season to come.

Hannah stated she had talked with Brenda Fitzwater and she said there are opportunities for a regional show in Virginia for the following season.

Cameron Drew stated I get what the numbers are saying here, but right now, we know our junior membership net new memberships are underperforming by almost \$10,000. So to go back to Indiana, where we've got established members, doesn't help to grow in those other states, right? You're not going to encourage net new members. That's my first concern right from a numbers game. It's hard when you're proposing a site that is 90% away from the rest of the state. If our objective with the juniors is to grow net new members, so that's why again I would ask that we look and maybe now that this call is open to Members look at maybe some other options that are out there to grow where we have lower membership counts.

Chuck Fitzwater stated on behalf of the Virginia Boer Goat Lovers down in Rockingham County, Virginia. They do an excellent show, and they're definitely interested in doing it, but possibly getting it set for next year would be a big task now and in the future. At this point, he agrees with Hannah. We need to vote so that we can get that set and not keep prolonging it so that everybody knows where it's at. Chuck asked about Chillicothe. Tyler Sparks stated the facility is ready to roll. He got that confirmation this morning, but as far as who to run it and do that type of thing, he's not sure where we go with that.

Elizabeth Westfall stated the Wickards have already laid the foundation for Indiana. They have already secured their facility. They've already started getting their donations. They have worked with the Tourism Bureau and added things such as doing the Walton webcasting. Sam Knott agreed it's one of the best known shows in the country.

Motion by Elizabeth Westfall to stay in Indiana for 2025 in Greenfield for May 9th - 11th. Seconded by Sam Knott.

Discussion by Kim Veal on if the regionals are being done by the office now or the local group of people. Hannah Jenkins replied stating she is still working with host and people in that area to make sure that those shows are successful.

Tyler Sparks asked if the Wickard family would be interested in doing the regional in any other locations moving forward or only in Indiana. Hannah Jenkins replied that she would reach out to them. She said they have a close relationship with their local county and fairgrounds, and doing it at a different location would be challenging. Cameron Drew stated it would be a win, win if they would

consider that. Tyler stated its worth looking at the Pennsylvania location, Virginia location, or Ohio locations for next year.

Roll Call Vote: Yes – Casey McClain, Lauren Green, Paige Gunderson, Olivia Rush, Rosalinda Vizina, Sam Knott, Elizabeth Westfall, Tyler Sparks, Brad Mackey **No** – Cameron Drew **Abstain** – Gage Taylor, Jeff Gibbs, Kim Veal; **Motion Passes**

Hannah Jenkins continued her report on the regional show points and calculations, with the novice going to start being included in the high point calculations. Review the numbers we've had from the past 8 regional shows. If we continue to leave it where it is, the converted scores, the novices are going to win about 1/3 of the Regional Shows based on those scores because that is a smaller age group, and they have fewer kids in that age group. She stated she was tasked with using the converted scores instead of the actual scores that the kids earned to calculate the high point overall.

The regional show series Novice, this will be eligible for the high point overall award. All contests will be out of 100 points possible. We'll take the individual's top 4 scores out of the 6 contest areas for the division high point and high point overall awards. Taking those four out of top four out of their six is the same layout as the point series was before. The only thing different would be that they would be eligible for 400 points rather than that 40 points.

You're showmanship in class points breakdown: first place gets 100 points, 2nd place gets 90 and so on down to 10 points for 10th place. For skillathon, public speaking, and sales talk, those would all be scored out of 100 points, and the total points earned to then be put towards your high point overall score would be the score that you got on those respective contests.

For example, if I got a 98 on public speaking, that score would go towards my high point overall score.

Each goat judging class is worth 50 points- so all age divisions would evaluate four classes of animals for a total of 200 points possible. To make sure that goat judging contest doesn't weigh more than the other 5 contests, we turn that goat judging score into a percentage in that percentage would then be your overall goat judging score to be put towards the high point.

One key difference that would be there with the goat judging for seniors only, they would continue to give a set of oral reasons, but those oral reasons scored would only be used to calculate the senior high point overall, but not the regional high point overall.

This calculation is going to be extremely similar as we move forward into the National Show. The big thing to point out here though is all contests would be out of 150 points rather than that 100 points. At the National Show, they would be eligible to get a total of 600 points rather than the 400 points comparatively at the regional shows.

For skillathon, public speaking, and sales talk, they would still be scored out of 100 points total. However, one key difference is that the score would be multiplied by 1.5 to get 150 points that they can bring towards their overall score. Individuals who participated but didn't receive these top points would get 30 points toward their score for participating. Goat judging again is a little bit different, but another change pointed out is they would continue to judge the four classes of

animals like normal, but there would be one class of questions that would go toward their overall score. For nationals, it would be 250 points total they could earn in the goat judging, and if we use that same calculation, we would use that percentage for the overall scores. Just like the regionals, seniors would give reasons, but it would be those reason scores would be used for the senior high point award, but not towards the national show high point award.

For the overall series, Hannah stated that she believes those scores need to be converted scores. The big reason is that if you have judges who judge extremely tough at the Area 1 Show and maybe give out a lot of 30s and 40s in their judging contests, that maybe isn't going to be as equal to judges in Florida who give out 90s and 98s. Keeping it a little bit more equal across the entire nation to use those converted scores for the overall points calculation.

Converted point chart shown: 1st place is 100 points down to 10th place being 10 points for a regional shows and for National Show 1st place is 150 points down to 10th place being 50 points.

Hannah asked for there to be a motion to put this into effect, if there is no changes.

Chuck Fitzwater thanked Hannah for her efforts on this project.

Motion by Casey McClain to accept the motion to accept the point system as presented by Hannah. Seconded by Paige Gunderson. Voice Vote: Motion Passes, Unanimously

Hannah Jenkins continues her report. The junior board worked on speech topics at their face to face a couple of weeks ago, and for regional show they had put together:

Novice age division - How do you get your goat ready for the show?

Junior age division - What is the importance of the JABGA?

Intermediate age division – What are some short-term and long-term goals for your herd?

Senior age division – Describe reproduction practices within your herd.

National Show speech topics

Novice age division - Describe your show preparations, training, and how you show your goat

Junior age division - What can you do to improve awareness in the goat industry?

Intermediate age division – What is your preferred ID and why?

Senior age division – How do you properly market your herd to potential customers?

Motion by Paige Gunderson to accept the speech topics for regionals and nationals. Seconded by Lauren Green. Voice Vote: Motion Passes, Unanimously

Paige Gunderson brought up a topic for board discussion and consideration. Because of our date range in Grand Island, it's something that we need to look into. I know our junior board discussed moving around our National Show schedule to accommodate the date changes, and in 2026, we

will be looking at that earlier date range again for Grand Island. I'd like to have the Board start considering moving to just a Junior National Show. It has been brought up to our junior board. It has been brought up between multiple directors.

Looking at our show numbers from last year, our junior show carries the brunt of our national organization. At ten days, it gets to be a very long show for any of you who were there for all of it. Our ABGA show has been trending flat over the last couple of years for numbers, whereas our JABGA show has been increasing.

Paige challenged each director to reach out to their region and really look into it as a proposal to go back to their regions and start asking questions and how we feel about this. Suggested a survey to the membership.

Jeff Gibbs asked to amend the agenda to get to high priority items. Chuck asked for guidance on Roberts rules from Gage on if it needed to be voted on to amend. Gage stated we can kind of decide we're almost done with the old business. It just if we adjourn and then come back for a special meeting, we can technically we table all of the new business we can we can talk about it in another meeting or we can talk about. Basically we need to we need to vote to decide what we're going to do.

Chuck Fitzwater asked for clarification on what Jeff wanted to bring up. Jeff Gibbs replied I don't know. Sam Knott stated he needed 2 to 3 minutes to touch on the American Boer Goat Foundation. Elizabeth Westfall stated she could shorten her discussion on the last old business item. She then stated, we cut Hannah off, and I want to make sure she has a second to say her piece before we go on. Chuck Fitzwater agreed and turned the floor back to Hannah Jenkins. Hannah Jenkins stated what Paige touched on the junior board liked the idea when we had briefly talked about it at the face- to-face.

Chain of Command Policy

Elizabeth Westfall presented that she had been charged with helping to put together an organizational policy that encumbered our organizational chart chain of command as far as how people within the office report to our executive director position. Right now, I have a draft put together. Working with Porschea, the office manager, on some of the roles and responsibilities. Due to the time constraint, it was not shared. Asked the board to continue to refine that policy and then perhaps share it at our next meeting.

Committees

Discussion on setting the committees by Chuck Fitzwater. Paige Gunderson agreed we needed to set the committees. Cameron Drew stated, I don't think you can do the committees. Our bylaws say that the President has to set the committees. The president is the only one who can set the Committee at the boards in meeting or other times. Elizabeth Westfall stated that in the president's absence, the vice president is the acting president. Kim Veal stated I think it should be tabled until we get what Mike had on this matter. He's the one that's supposed to set this. Until he sends that to

us, we don't have that; I don't know if it's appropriate now. Kim Veal continued stating I would like for the things that I've asked for the last year that I've been on the board for us to have this set to where we have all this information, with all supporting documents to us ten days prior to a meeting so we have time to look over this so that we can make the correct decisions and not have to be going back and forth and changing things. Kim Veal asked I don't know if we need to do that in a motion so that we're sure that we have all this stuff.

Elizabeth Westfall asked a clarifying question of Kim Veal: what you're talking about is not specific to the election of committees or the assignment of committees you're talking about. Kim Veal replied yes, they would be sending that to us, so we would have had that for the meeting tonight. Elizabeth Westfall asked what specifically would Kim Veal have wanted. Kim Veal replied that Mike should have had those committees set as how he wanted them, and then we would approve them tonight. Elizabeth Westfall stated its not necessarily in the bylaws, it says that they may take to; Kim Veal interrupted and stated that's right we would have discussed that if he would have set those and then tonight, when we would have come in this meeting, then we could have had discussions as to whether we agreed with that or not agreed with it. But yes, it says that he is supposed to do that. Elizabeth Westfall stated it doesn't say he has to do it ahead of time. Kim Veal stated that is what I asked for at the face-to-face when I came on in July of last year, and I also said it this year that we needed to start having all this information to us as board members before we come on these calls that we should have all agenda items and supporting documents to go with it so we have time to look at it at ten days prior to a meeting.

Chuck Fitzwater stated if we had done these committees face-to-face, no one would have had 10 days because, at that point in time, no one knew who was going to be present. Kim Veal replied we would have, if we had been doing this from the time that I asked for a year ago. So I'm asking do I need to make that a motion so that we can make sure that we do that from now on or is that something that I practice that we're going to start doing because it's not fair to get on these calls and not have all the information in front of us to sit down and think about things and to make decisions that are important decisions about what we're doing? That's all I'm asking.

Chuck Fitzwater stated I understand what you're saying, Kim, but if we showed up at the face-to-face in July and the president took over in July and then he sat down and did these committees and appointed the committees in July. You wouldn't have the information 10 days prior to that because no one would have knew who was going to be president until that day. Elizabeth Westfall added agreement that we need to have minutes and that kind of stuff ten days in advance and agendas ten days in advance, but it was on the agenda ten days prior to this meeting that we were going to be talking about committee selection. He did not give us a list 10 days prior, but it was on the agenda that we were going to be talking about this tonight.

Cameron Drew stated that based on previous conversations that we've had with setting the committees and knowing that Mike is the new president, right, and we want to support him and his role. It's an opportunity for the new president to set the committees so that we don't just automatically pick up the committees that existed last year. This is his opportunity, according to our bylaws, to set those committees that he sees fit at this time, so we don't have Mike here to ask those questions or propose something in addition to that. Cameron continued and proposed a special meeting to have that conversation around committees.

Chuck Fitzwater stated we could have a special meeting in two weeks. He stated he had a list of committees that Mike had given him. Chuck Fitzwater agreed to have a meeting in two weeks to allow for a 10-day notification period. Chuck Fitzwater asked if we needed a motion of Gage Taylor. Gage replied we can table that agenda item if you want.

Motion by Gage Taylor to table the committee assignments on the agenda till August 27th.

Seconded by Jeff Gibbs.

Paige Gunderson discussed the item and cautioned against tabling it. She stated, I haven't been able to do any work to do anything positive for this Association. This seems like a really, really bad idea because we have two more weeks, and then we have to send out to get members on the committees. It's going to be November. Sam Knott concurred, that the further we delay this, the longer it takes to get a Committee functioning up and doing something. Paige cited the DNA committee and the National Show moving halfway across the country needing to get contracts signed. Paige asked the board to reconsider. Tyler Sparks asked if there was a timeline on the motion. 'Discussion on the items timeline from Chuck Fitzwater with the date of August 27th being the first available date. Paige Gunderson asked how long do we usually wait for members to request to join? Sam Knott replied we send an email notification now and they submit information on the committees that they're interested in. We usually get hundreds of members interested in this. It's a minimum of two weeks, possibly 30 days for members to respond. Cameron Drew stated statistically speaking surveys always have a better response rate if you have a shorter time. She states I don't think we have to do 30 days; I think we could get it turned around in 10-14 days. They're either going to respond or they're not. Sam Knott then states the committee chairs have to narrow the field, identify candidates they have to accept, and sometimes have to do confidentiality agreements. Paige Gunderson reminds the board the judges committee has a class in November. Chuck Fitzwater calls for the question via roll call vote.

Kim Veal states that we usually post on the website what committees we're going to have, and the members can go ahead and do that while we're waiting for the meeting. Chuck Fitzwater stated that would be a great idea. Elizabeth Westfall stated if we're going to add committees, we wouldn't have that information yet. Chuck Fitzwater we can just do the basics. We go through Porschea have her put it on the ABGA website. He stated he would let Mike know.

Clarification on the motion by Chuck Fitzwater provided to the board.

Roll Call Vote: Yes – Sam Knott, Elizabeth Westfall, Tyler Sparks, Brad Mackey, Cameron Drew, Rosalinda Vizina, Olivia Rush, Jeff Gibbs, Lauren Green, Gage Taylor, Casey McClain **No** - Paige Gunderson; **Motion Passes**

Tyler Sparks asks to have this meeting be an open meeting to the membership.

FFA and 4H advisors

Casey presented on the topic explaining that Joetta Boyd, as supporter of youth has run into a predicament where she has received a calf scramble certificate for a registered animal of the kid come that came to her farm, bought a registered doe and when she was explaining to the child that he needed an agent to be above him, and to have his doe active in the registry, he explained to her that he had nobody to do that. Joetta being the sweet lady that she is, decided that she would be his agent, but I know we've ran into this before, where people are having to be agents for children, that they don't know. Therefore, it puts them in a precarious situation as far as whether the people are abiding by the rules and doing what they're supposed to do. I was wondering if we could possibly work something out where FFA or 4H advisors could be agents.

Hannah Jenkins added information on an idea of having a club account of some sorts and so kids could sign up and be under the club/FFA advisor. That's a hold up for a lot of our kids wanting to join JABGA that they just don't have those extra funds. If an advisor or member or club advisor, becomes a member that they be under them and charged either a reduce rate or free for that advisor to be able to increase our junior memberships. That would not be a hindrance for those clients who are wanting to be active and involved in our Association. Hannah states she understands some of this will come down to iCompete capabilities and in order for that to be a possibility. We could also include some membership benefits but making sure that this isn't of voting role so they couldn't vote on any elections or serve on any committees. The sole function of that membership would be serving as an agent for those kids who wanted to be involved.

Cameron Drew asked is there a reason why the FFA member can't be an adult member? I know my work up here in Region 14 with FFA is they're not allowed, depending on which state, not allowed to be an acting agent or listed person on any of these forms for their students, it's typically a state by state, even almost town by town municipality laws. Asked if Hannah and Casey had looked into that aspect as well. Casey replied in the state of Texas, and New Mexico, the 4H agent and the FFA advisor, but they actually fill out the paperwork and such for the kids. Casey asked for additional input from Gage Taylor. Gage Taylor responded for Texas Majors Act teachers, we are required to sign those papers and if any of them get in trouble, we're kind of held to the same standard as the parents. Gage stated he definitely thinks if Casey could look up all the major Shows in Texas and the rules there and how they apply with the parent and the FFA chapter or 4H club and then maybe write some rules around that. Casey stated she did not have a problem doing some more research and bringing it back.

Boer Goat Foundation

Sam Knott asked directors and members that could be listening to step up and try and contribute to the foundation. We had a foundation for years. The Association dissolved it, four maybe five years ago and reformed a new foundation is a 501(C)3 three years ago, we've been drastically underserved. We haven't had enough support. Back in July, the three, including myself, which were Ken Beatty, Kim Morgan and myself, have resigned. Sam Knott stated he had too much on his plate and could not do what the foundation required. This is a huge opportunity. We celebrate the opportunity to start writing grants now. If you get excited about the juniors, if you get excited about

fundraising, please get interested in the foundation. Last week, notification was sent to the board with no feedback received, laying out we need three Directors from this current board to step up and to serve as officers on the foundation. We also require three members in good standing to be on the board, and then we need to find three outside sponsors, not ABGA members. They could be judges, they could be other livestock Association people, they could be businesspeople. They could be educators, but we need to find nine individuals willing to step up and serve this foundation. We have done a very poor job the last three years at supporting this foundation, recommending it, and marketing for it. We have raised substantial funds even without supporting, but if set up properly with the addition of grant rating with the addition of a new executive director, if this foundation is doing what it was designed to do, it should be raising hundreds of thousands, if not millions of dollars into the future specifically for junior education and junior training. It is ultimately a lifeline of cash if we do it properly for the junior association. This needs to be on our Facebook page and website. We need to get this to the member's attention. Ultimately, three of my peers on this board need to volunteer and help lead this.

Jeff Gibbs stated he saw the email with Sam resigning but did not see any minutes for the last three years. Asked if there are any financials for the last three years as a new director on here. Sam Knott replied yep, there's not a lot to share, Jeff. I can get you the financials of the money that's come in and how that was spent back into the association, but we have failed to get people to support it. We didn't have members participating. We didn't have three outside sponsors. It's been a struggle, but I will get you the financials I can get from Brenda. Jeff Gibbs asked that Sam get that to the directors so we all know what's going on the minutes and what all went on and where the financials are. Sam replied yeah, there's not much to share and there's not a lot of money in it. It just has not gotten off the ground. Cameron Drew asked if it was a 501(C)3 right. Sam confirmed and stated that's \$250 or more is considered a taxable donation from individuals or businesses. This was set up to be the fundraising arm of the association. Cameron asked if all of its audits and filings are done. Sam Knott replied all the filings are done stated he didn't know much about the audit side but can ask. Cameron Drew replied, ok.

Chuck Gunter asked if we have any volunteers. Gage Taylor volunteered to throw his name in. Sam reminded the board that it needs three directors to be on the board. Cameron Drew stated she would but until she sees finance documents for it to be a clean handoff before she would commit to it.

Lauren Green asked for the purpose of the foundation. Sam Knott stated it's ultimately a fundraising arm for the association for the juniors, specifically for education and training. Lauren Green stated she was trying to think of a pitch to Walmart. Kim Veal asked if there was a set of bylaws for that foundation. Sam Knott confirmed yes and it was in the email provided to the board.

Next meeting date will be August 27th. Regular meeting will be on September 10th.

Jeff Gibbs asked about missing minutes on the website. There are minutes that are missing that we need to take care of, or we're going to end up way far away and get lost. Last year, at the end of June and May, and also at the executive committee meetings from Nationals that haven't been seen and are not on the website. Jeff Gibbs stated I haven't seen any discussion since I've been on the board about you all approving them. He follows up with I wasn't on the board, so I don't know the exact dates, but I know there are no minutes about the meeting you had when Cameron was reinstated.

There are no meetings, minutes, or anything on the 900 that was rescinded and money refunded. There were executive committee meetings at nationals and there are no minutes on any of that, we need to get all those caught up. Elizabeth Westfall stated that they would be with the previous secretary. Jeff Gibbs stated there are some things that need to be posted. Chuck Fitzwater stated we would have to get with Kim and get the minutes, and it all depends how far back. Jeff stated I'm talking about June and May. Cameron Drew said she has a list from her notes that she believes are outstanding. Two are under when Kim was secretary, and then the remainder are with this new board. Chuck asked for Cameron to email the list. Cameron said will do.

Motion by Jeff Gibbs to adjourn the meeting. Seconded by Rosalinda Vizina. Voice Vote: Motion Passes, Unanimously

Thank you to the members present on the call.