

NPGA BOARD OF DIRECTORS MEETING
San Diego, CA
January 19-20, 2008

Saturday, January 19, 2008

The meeting was called to order at 8:05 AM by President Ray Hoyt. Present were Vice President Mark Adkins, Secretary Michelle Fonda, Treasurer Joyce Hubbard, and Directors Debbie Anthony, Terry Atkins, Kelly Culp, Donna Elkins, Lynda Gredin, , Karen Hepner, Maggie Leman, John Murray, Cheryl Rogers, Chris Rowley, Susan Seiler, Brenda Steppenbacker, and Business Manager Dori Lowell.

President Hoyt asked all those present to introduce themselves and advise which region they represented.

The minutes were approved.

President's Report

In his report to the Board, President Hoyt summarized the events of this past year and indicated that it had been a very busy one. He also stated that having served as an officer for six out of the past seven years, he felt that it was time for him to step aside and that he would not be a candidate for any NPGA office positions in 2008.

Vice-President's Report

Vice President Adkins had nothing to report.

Secretary's Report

Secretary Fonda reported on the costs incurred and the time involved on the Motion by Mail 07-14. The cost for mailing of the ballots and all pertinent information via certified mail came to \$65. 58. Approximately fourteen hours were spent in completing the motion.

Treasurer's Report

Currently, there is approximately \$42,000 in the account, but that does not take into account the purchase of sanction ribbons. There was some discussion regarding interest on the various accounts and if there was the possibility of maximizing it. Opening/changing accounts would be difficult.

Elections (were held after one hour into meeting)

Elections were held in the following order: President, Vice President, Secretary, and Treasurer. Each office had two candidates vying for the respective position, other than for Secretary where the incumbent was the only candidate. Candidates for President and Vice President were asked a series of questions by the Board. No questions were asked of the candidates for the Treasurer office. Results of the election were as follows: Mark Adkins, President, Maggie Leman, Vice President, Michelle Fonda, Secretary and Joyce Hubbard, Treasurer.

Central Office Report

All the coordinators seem to be on track. The membership continues to decline. Usually, the number of new members counteracts the number that do not renew. Cards are sent out to remind members. It was discussed that phoning lapsed members would provide information and perhaps encouraged them to continue their membership.

City ordinances with respect to housing Pygmy Goats were discussed. A good example has been established in the Seattle, Washington area. Such laws provide individuals who live in cities with valid ammunition to then go to their respective city councils to allow them to have Pygmy Goats within city limits. This information and contact person(s) will be forwarded to the Public Relations committee.

The new members listing have been rectified in MEMO.

A replacement for Region 7 on the Certification Committee is needed. There are 21 pending progeny requests. Approximately four per year are received.

The report was accepted.

Ad-Hoc Committee Reports

Linear Appraisal

A full committee has been established. Regions 2 and 6 are not currently represented on the committee. Rusty Repp will replace Jason Overman.

The committee suggested that the criteria for becoming an Appraiser be amended to : if not an existing NPGA Judge, a reputable breeder with a minimum of 10 years experience would be acceptable.

Ideally, three appraisers would be determined and these would provide the testing/appraising for the entire US. Limiting the number to three appraisers maintains consistency in the appraisal process.

The committee has completed the linear trait list with assigned points, appraisal scorecard and criteria for appraisers. The committee plans to meet with Allen Bitter (ADGA LA expert) in August 2008 to further refine the LA procedures and documentation. The Board has requested that the committee complete its work and provide a final report to the Board no later than 12/01/08. Implementation of LA will then be decided at the January 2009 Board meeting.

A sum of \$4000 was requested by the committee for expenses.

The report was accepted.

Wethers

The committee has accomplished the set goals and compiled a great deal of data regarding wethers. The Board discussed changing the status of the committee from that of ad hoc committee to a permanent one.

A booth will be set up at the upcoming convention.

The report was accepted.

Video Education

The Board watched the 19 minute video. The video described the Breed Standard followed by the application of the respective techniques. The Board discussed if this was a true teaching tool and ways to minimize costs to members. Also, would shorter tapes based on one part of the body be made be useful. It was agreed that even this short version has been educational and helpful.

The long range options were discussed. The project is currently not costing NPGA money, and NPGA is not obligated at the moment. The video producer would like to have finished product by June. The Board will then view the video and make a final decision.

The report was accepted.

Standing Committee Reports

Breed Standard

The committee continues to work with LA, even though some of the committee members were not happy about it. The issue of color as declared on the registration papers and that of the actual animal has been discussed, i.e., dark caramels represented as browns for example. The committee felt that Judges should be responsible for just checking tattoos and/or microchips. The Business Manager reported that sometimes it is difficult to see the true color and will ask to supply another better quality photo.

Many of the committee members are rotating off. Members within a region should be notified that a position is opening.

President Adkins will continue as the Breed Standard Chairperson until June. The position will be advertised in MEMO.

The report was accepted.

Health, Education & Research

The report was approved.

NAIS Update

According to the Farm and Ranch Freedom Alliance, the USDA may be planning to use breed registries as an avenue to acquire information in order to replace the current system. USDA Business plan may indicate that this is the way they are going.

The state by state survey has been completed with points of contact per state. This information will be put up on website and into the roster.

Judges Training

With the new Chairperson in place, the committee continues with its open communication policy. Twelve candidates were tested at the 2007 Convention, two became fully licensed Judges and one became a Provisional Judge. There are five candidates to date for the 2008 Judges Exam in Georgia. The appeal by Eva Muenzler to issue her a license was unanimously denied by the committee.

The following suggestion was made by the committee to the Board regarding retaining one's license to the end of the year, if no Con-Ed was attended: Judge's who fail to meet these requirements will have their license revoked effective at the end of the current year. (This will allow judge's who have judging commitments in the near future to judge those shows and give notice to shows that may be booked further in advance so that those show chairs can make needed changes.) The Board had no appetite for such a change.

The report was accepted as amended.

Public Relations

The committee includes members from regions 6,7,8. The other regions need to be included, therefore Directors need to contact members from their regions and encourage them to apply. The JudgingConnection.com is a new site to advertise for upcoming events and shows. A MEMO article is in the works to inform members of this new site. Animal Planet and PetSmart have been asked to be sponsors at the 2008 convention. The committee plans to have a booth set up at the 2008 convention.

Director Leman will work on a standardized NPGA advertisement for magazines, etc..

The committee has an extensive list of goals it wishes to achieve including: Portable event board, nationwide Pygmy Goat Promotion day in April, small banner or button on various goat related websites that would link back to

the NPGA website, Regular column in MEMO, an official spokesperson which celebrity status, identification badges for all NPGA officials, and NPGA banners.

The report was accepted as amended.

Lunch break at 12:30

Resume at 1:30pm

Publications

Linda Henwood was reappointed as the chairperson. Since an electronic version of the Pygmy Goat Basic Owner's Manual would be invaluable, the chairperson is in the process of retyping it. The committee continues to review articles for MEMO.

The report was accepted.

Webmaster

No report was submitted and nothing has changed. There were no applicants for the Webmaster position. The Board will consider making this a salaried position.

Youth

Regions 2 and 3 are not represented on the committee. The chairperson is having some difficulty obtaining any responses or interaction with the current committee members. Vice President Leman will speak with the chairperson regarding encouraging the committee members to participate more. Contacting local 4H groups may help to spread the word about NPGA Youth activities. The committee does need to generate a one to five year plan.

The report was accepted.

Coordinator Reports

Affiliated Clubs

Most of the Chairperson's time is spent chasing people for information regarding the clubs. She will try to have information for next roster.

The report was approved.

Election

There was nothing to report. The Board discussed that a list of the VRDs should be listed on website. Region 5 has no VRD.

The report was accepted.

Show

The Board discussed splitting of the responsibilities of this job, i.e., show results (report of rewards) and show sanctions. Chairperson Esterline will write up job descriptions and submit them for the June Board meeting. The Boards felt that a web-based sanction form was needed. In some cases, shows are sanctioned, but then do not happen, for those instances NPGA will give a credit. Chairperson Esterline will work on wording for credit issue. It was also discussed that a list of shows from year to year, nationwide, would be useful.

The Board had no appetite for implementing an Alternate Show Coordinator position.

The report was accepted.

Department Reports

MEMO

Nine issues of MEMO have been completed to date. The editor and other appropriate committees continue to work well together in order to get MEMO out in a timely fashion. As always, the editor appreciates any and all articles, submissions, photographs, etc. for incorporation into MEMO.

The report was accepted.

Merchandise

Purchasing merchandise via PayPal has been having some issues. The Board discussed donating some of the slower moving merchandise to the Public Relations committee for use in promoting Pygmy Goats. It was decided to donate the following to PR: 150 magnets, 200 neon decals, 100 key tags, 200 static window signs, and 200 bumper stickers. These items are not to be replaced in the merchandise inventory. The new NPGA Brochures will be made available on the website and only shipping fees will be charged when ordered in bulk.

The report was accepted.

Compliance Committee

No complaints have been received and there is no budget. Chairperson Shipley would like to be reappointed for 2008.

The report and appointment were approved.

Break - 10 minutes

Old Business

Continuing Education

The Board discussed the pros and cons of the Con-Ed program and came to the conclusion that it still needs work. It was noted by some of the Judges/Directors that in comparison to watching other judges judge goats, Con-Ed provides hand on experience and interaction which in the long run a better program.

Motion 08-01. Continuing Education **Hoyt** **Passed** **Leman/second**
Voting Yes: Anthony, Atkins, Culp, Elkins, Fonda, Gredin, Hepner, Hoyt, Hubbard, Leman, Murray, Rogers, Rowley, Seiler, Steppenbacker. No: None

I move that the Rules and Regulations be amended as follows:

1. Paragraph 8.H.1 of the Rules and Regulations to be amended to read:

“...This committee shall be responsible for the training, testing, and licensing of NPGA judge candidates during the JE. To maintain the quality of NPGA licensed judges, Continuing Education (Con-Ed) Seminars will be held during the same time period as the JEs held during the annual National Convention and be monitored by a Facilitator. The Facilitator will coordinate the agenda of the Con-Ed Seminar with the JTC chairperson, and provide the JTC chairperson with a record of the proceedings. The JTC chairperson will ensure that the Con-Ed Seminar’s record of proceedings is disseminated to all licensed judges. Con-Ed Seminars are further described in paragraph 10.D.2 of these Rules and Regulations.”

2. Paragraph 10.D.2 of the Rules and Regulations to be changed to read:

“A judge must attend a Continuing Education (Con-Ed) Seminar at least once every 3 years. This 3-year period restarts each time the judge attends; attending in consecutive years is not cumulative. A judge may request a

one-year extension from the JTC chairperson in non-sequential years, not to exceed two extensions in a 15-year period. Attending a JE as a member of the JTC will also meet the Con-Ed requirement.

a. Con-Ed Seminar Facilitator

- (1) A non-judge, appointed by and reporting to the Board of Directors and serving at their pleasure.
- (2) Coordinates the Con-Ed agenda with the Judges Training Committee chairperson.
- (3) Responsible for providing the Judges Training Committee chairperson with a record of the Con-Ed proceedings.

b. Attending Judge's Requirements

- (1) To meet this requirement the judge must be on time and participate in the Con-Ed Seminar as required by the Facilitator.
- (2) Judges must remain for the entire Con-Ed Seminar until released by the Facilitator.

c. The Con-Ed Seminar will be a limited access event. Only the judges participating, the facilitator, and any assistants authorized by the Facilitator (e.g. record keeper, animal handlers) will be allowed."

3. Paragraph 4.M of the Rules and Regulations to be amended as follows:

Subpara 1.b: "JTC members, the JTC Chairperson and the Continuing Education Facilitator will be reimbursed..."

Subpara 2: "Stipend for Directors, JTC, and the Continuing Education Facilitator will be handled..."

Subpara 3: "To receive stipend and reimbursement for transportation expenses, directors, judges and the Con-Ed Facilitator must attend the entire meeting, JE or Con-Ed, as appropriate, and specifically..."

Include Progeny Testing process in Rules & Regs

This discussion was deferred to 'Closing of the Herdbook'.

NPGA Show Rules vs. Fair Rules

The Board agreed that clarification was needed and that there are conflicts in word usage. Fairs with geographic restrictions are in violation of NPGA rules, therefore these restrictions need to be defined.

Motion 08-02. Show Rules G.8.a **Elkins** **Passed** **Murray/second**
Voting Yes: Anthony, Atkins, Culp, Elkins, Fonda, Gredin, Hepner, Hoyt, Hubbard, Leman, Murray, Rogers, Rowley, Seiler, Steppenbacker. No: None

I move that: we amend Show Rules G.8.a. A restricted show is defined as any: 1) 4H/Youth show, 2) Geographically restricted show with the exception of Fairs.

Additional Show Sanction Option for Jr Does and Sr Does

The Board discussed the pros and cons of adding a separate Junior Doe sanction. The effective date is 04/01/08, however, Application for Sanction and Report of Awards have not yet been prepared for general use.

Motion 08-03. Jr. Doe Show Sanction **Elkins** **Passed** **Atkins/second**
Voting Yes: Anthony, Atkins, Culp, Elkins, Gredin, Hepner, Leman, Murray, Rogers, Rowley, Seiler, Steppenbacker. No: Fonda, Hoyt, Hubbard

I move that: the effective date of the implementation of the Jr. Doe Sanction is 04/01/08. See Show Rules for specific changes.

Include Wether Certification process in Rules & Regs

This process is already outlined in the Show Rules. It does need to be covered in a procedure manual.

Embroidery Merchandise

It was proposed to set up a trial period where Embroidery merchandise only would be available on webpage and can be purchased using PayPal. The Embroidery Company would return 10% of the profits to NPGA. A monthly sales report would be required in order to get an idea of what the membership/public is interested in. The percentage would be renegotiated in one year. The Webmaster will let us know when the link has been established

MEMO Article Acquisition

The Board was in agreement to acquire the rights to PygmyGoatWorld including all articles and artwork that cover five years worth of information to be used in MEMO. The former editor is willing to help in updating and reformatting articles. Many of the articles are from Maxinne Kinne and she is supportive of the acquisition. Editorial notes at the end of each article would be added as needed. The cost is \$5000.

Motion 08-04. Acquisition of Pygmy Goat World Elkins Passed Seiler/second
Voting Yes: Anthony, Atkins, Culp, Elkins, Fonda, Gredin, Hepner, Hoyt, Hubbard, Leman, Murray, Rogers, Rowley, Seiler, Steppenbacker. No: None

I move that: we purchase the rights to Pygmy Goat World including all articles and artwork for \$5000. These rights include five years worth of publication material.

Publication Survey on Production Costs

The Board reviewed quotes on the costs of producing a MEMO-like magazine. There is a definite range of costs available. It was felt that MEMO is below current industry standards. We could get bids from others or should we use what we have in-house and provide more aid to the MEMO editor. The Board agreed that the Photoshop program would improve the quality of photos for MEMO. Further discussion will take place in June.

Performance Evaluation System

The Performance Evaluation program was approved by the Board and will go into effect on or about June 1. The program which pre-exists in the rules, has never been implemented. Under the program, Chairs, Coordinators and Department Heads will be evaluated annually. A procedure manual containing forms and instructions will be written and submitted for review.

Motion 08-05. Performance Evaluations Hoyt Passed Atkins/second
Voting Yes: Anthony, Atkins, Culp, Elkins, Fonda, Gredin, Hepner, Hoyt, Hubbard, Leman, Murray, Rogers, Rowley, Seiler, Steppenbacker. No: None

I move that: the following Performance Evaluation program is implemented:

“1. On or about June 1 each year, the President with the advice and consent of the rest of the Executive Committee, will conduct a Performance Evaluation of the Business Manager, Merchandise Department Head and MEMO Editor.

“2. On or about June 1 each year, the Vice President will conduct the annual Performance Evaluation of the six Standing Committee Chairs (Breed Standard, HER, Judges Training, PR, Publications and Youth).

“3. On or about June 1 each year, the Business Manager will conduct an annual Performance Evaluation of the three Coordinators (Affiliated Clubs, Election and Show).

“4. On or about June 1 each year, the President will conduct an annual Performance Evaluation of the Chair of the Compliance Committee.

“At each regular meeting of the Board of Directors, the evaluators (President, Vice President and Business Manager) will, in closed session, report the results of all Performance Evaluations conducted since the last Board meeting.

Motion 08-08. OnLine HerdBook Fees **Hoyt** **Passed** **Murray/second**
Voting Yes: Anthony, Atkins, Culp, Elkins, Fonda, Gredin, Hepner, Hoyt, Hubbard, Leman, Murray, Rogers, Rowley, Seiler, Steppenbacker. No: None

I move that: a new subparagraph O be added to paragraph 4 of the Rules and Regulations as follows:
O. Access to the NPGA Online Herdbook will be available to NPGA members in good standing at a cost of \$20 per year.

Adjourn at 7:00pm
Readjourned at 1/20 at 8:08am

Adopt Policy on Copyrights, Permission to Reprint, and NPGA Point of Contact

The Board discussed the copyright and logo issues and agreed that any future questions be referred to the Publications committee.

Motion 08-09. Copyright **Hoyt** **Passed** **Murray/second**
Voting Yes: Anthony, Atkins, Culp, Elkins, Fonda, Gredin, Hepner, Hoyt, Hubbard, Leman, Murray, Rogers, Seiler, Steppenbacker. No: Rowley

I move that:
1. Rules and Regulations, paragraph 15.D be added as follows:
 D. The NPGA logo and all NPGA publications are copyrighted. Written permission from NPGA is needed to reprint or copy any article or section of an article from the NPGA website or any NPGA publication. Use of the NPGA logo by any person or organization for an unofficial NPGA purpose is not permitted for any reason.
2. The Job Description of the Publications Chair, paragraph 3, be amended as follows:
 Second sentence to read: All requests for copy or reprint permission as specified in Rules and Regulations, paragraph 15.D, or instances of copyright infringement, will be referred to the Publications Committee Chair for resolution.

Require Linear Appraisal Ad-Hoc Committee to finish all work and have a goal for its ultimate use by 6/08 Board Meeting

The Breed Standard committee, who has been working closely with the Linear Appraisal committee has indicated that they have no appetite for LA and feel that a final goal needs to be established. Discussion followed that indicated that there were several factors which had impeded the progress of LA. Director Elkins described in detail the nuts and bolts of the program and that it is not a mandatory program. Director Leman has a draft goal statement from the committee that needs to be finalized. The Board felt that the information needed to be disseminated to the membership, perhaps via chat groups on the internet. It was agreed that we definitely need a finished product by 12/1/08 so that the Board can make a final decision at the January 2009 Board meeting.

The Board also discussed where the data would be stored and who would maintain it. It could be recorded in Excel and would then be stored and owned by NPGA. Also, USDA wants this information, as they could crunch the numbers. ADGA publishes the information for its membership which is similar to the HerdBook.

Motion 08-10. Linear Appraisal **Adkins** **Passed** **Gredin/second**
Voting Yes: Anthony, Atkins, Culp, Elkins, Fonda, Gredin, Hepner, Hoyt, Hubbard, Leman, Murray, Rogers, Rowley, Seiler, Steppenbacker. No: None

I move that: we require the Ad-hoc Linear Appraisal committee to finish all work and have a goal for the ultimate use of LA in Pygmy Goats by December 1,2008.

Rescind provisions in Rules & Regs for provisional judges

Based on a straw poll of the Directors, the proposal to eliminate the Provisional Judge Program was not approved.

National Champion Challenge Exhibitors to wear numbers

The wearing of numbers should be reflected in the convention contract, not show rules, thus a motion was not required. The Board did discuss that all exhibitors at any NPGA convention should wear entry numbers in order to help spectators know what animals were being shown in a particular class. This suggestion will be implemented at the 2008 convention and all future conventions. The convention contract will reflect this change.

Committees to submit Policy & Procedures, documents and forms in use

All NPGA officials are to prepare a policy and procedure document as applies to their appropriate job status. This will benefit all of NPGA as it will keep communication open and information more readily available.

Motion 08-11. Committee Policy & Procedures Elkins Passed Anthony/second
Voting Yes: Anthony, Atkins, Culp, Elkins, Fonda, Gredin, Hepner, Hoyt, Hubbard, Leman, Murray, Rogers, Rowley, Seiler, Steppenbacker. No: None

I move that: we require all committee chairs, department heads and coordinators to submit a Policy and Procedures outline which will include updated hardcopy and updated computer documents of all forms used in the execution of their duties and procedures. This requirement should be noted in the job description for committee chairs and should be updated yearly as needed. The Policy and Procedures manual for each committee position should be made available to board members on request as well as a copy present at each board meeting for review if needed, along with that of the Central Office.

Close Herdbook

The motion was dropped. As a result of the motion being dropped, Progeny Testing will continue.

Eliminate \$3 charge for qualifying does to have + added to papers

The Board agreed to eliminate the \$3 charge. This a procedural change at the central office.

Amend Show Coordinator job description to add provision for an Alternate Coordinator

The Board discussed several scenarios as to how to address this problem. Examples were provided of two shows where sanctions were not granted due to various reasons. This is an infrequent occurrence. Having a backup chair that may not be available and also must know all the details of pending shows would be difficult to coordinate due to both physical and time-related logistics. The motion died.

Eliminate R&R 10.C.9; JTC chair's job description to provide for additional JEs and training seminars

The Board discussed survey results that indicated that 50% of members and judges favored having additional JEs held other than only at the convention. The Board would still have to be involved as long as \$ are involved. Non-convention JE would need the chair, plus three committee members in attendance. A contract needs to be completely defined. With the current ruling, the JTC chair can request approval from the Board anytime.

Motion 08-12. JTC Chair Job Description Elkins Passed Anthony/second
Voting Yes: Anthony, Atkins, Culp, Elkins, Fonda, Hepner, Leman, Rowley, Seiler, Steppenbacker. No: Gredin, Hoyt, Hubbard, Murray, Rogers

I move that: we eliminate Rules and Regs 10 C9 as prohibitive and add to the list of JTC Chairperson's Job Description that he/she may request additional JE's and training seminars be held at a time and place other than the National Convention. Approval for such training or exams would be given by the board of directors. If not, then

Modify current Continuing Education requirement by allowing JTC-approved teaching or education-related activities.

The Board feels we need JTC input and documentation prior to approval of the motion. One possibility would be to tape the Con-Ed session on Monday at JE for those judges not able to attend and then complete a questionnaire. The JTC Chairperson may have some ideas that he is going to implement. The motion was tabled until June.

Change National Champion Challenge procedures: 1) two non-judges to score and tabulate results; and 2) keep identity of animals and breeders confidential prior to parade of champions.

The second part of the proposed motion was withdrawn by Director Anthony.

Motion 08-15. National Challenge Scoring **Anthony** **Passed** **Hoyt/second**
Voting Yes: Anthony, Atkins, Culp, Elkins, Fonda, Gredin, Hepner, Hoyt, Hubbard, Leman, Murray, Rogers, Rowley, Seiler, Steppenbacker. No: None

I move that: we amend Show Rules I.1.a. to read, `...on a scorecard, and they will be tallied by two non-judge NPGA members appointed by the President.'

2008 National Convention Progress Report (Region 8)

Plans for the convention are going well. The exception being that vendors will probably not be present do to the fairground's high rental space fee. NPGA Merchandise will have a booth set up at the host's cost as per the contract.

Adoption of Calendar Year 2008 Budget

The budget was approved.

Adjournment at 3:02 pm

Respectively submitted,

Michelle E. Fonda
NPGA Secretary, Director Region 2