

National Pygmy Goat Association  
Regular Board of Directors Meeting  
January 6 & 7<sup>th</sup>, 2018  
Tempe Arizona

Saturday, January 6<sup>th</sup>, 2018

The meeting was called to order at 8:01 AM by Vice President Chad Hudson.

Directors present: Linda Shipley, Katie Ridley, Chad Hudson, Michelle Fonda, Susan Seiler, Denise Fraser, Sharon Irving, Sheryl Howard, Michele Neckermann, Lynda Gredin, Debbie Chew, Karen Hepner, Chad Hudson, Crystal Shults, Kim Shunney and Donna Staley. Kathy Griffiths was in attendance via videotelephony product.

Business Manager Dori Lowell was present as well as several NPGA members in attendance.

**Welcome and Introduction of new Directors**

**Officer Reports**

President: Linda Henwood was not present. No report.

Vice-President: No formal report.

Secretary: No formal report.

Treasurer: Joyce Hubbard was not present. Directors have the current Treasurer Report.

**Approval of Minutes:** It was discussed that the word "interim" was left out on the Compliance Chair Appointment.

**Motion 2018-01**                      Gredin/ Seiler    Passed

I move that June 2017 Board Meeting Minutes be amended as follows and accepted:  
Compliance Chair Appointment: The Board approved the interim appointment of Gail Brinkley.

YES: Chew, Fonda, Fraser, Gredin, Griffiths, Hepner, Howard, Irving, Seiler, Shults, Shunney, Staley, Ridley. NO: none ABSTAIN: Neckermann, Shipley.

**Approval of Agenda:** The Board unanimously accepted the agenda.

**Election of Officers:**

President: There were two nominations for President, Donna Staley and Chad Hudson. Donna Staley was elected by majority of the Board. She accepted.

Vice President: There were two nominations for Vice President, Kathy Griffiths and Kim Shunney. Kim Shunney was elected by majority of the Board. She accepted.

Secretary: Crystal Shults was the sole nominee for Secretary. She accepted.

Treasurer: Linda Shipley was the sole nominee for Treasurer. She accepted.

### **10 minute break- reconvened at 8:38 AM**

#### **Central Office Report**

Business manager Dori Lowell reported that the new member numbers did increase from last year but not as much as expected. Total year end membership as of 12/31/2017 is 1136. However as of 1/1/2018 because of memberships expiring the current membership is 1032.

Periodic problems are still occurring when uploading to the herdbook but Maggie is able to help when needed.

The membership roster will be available again by email for free when requested or \$10.00 for a CD version mailed.

There is still one progeny application open with a 4 year expiration date of 1/7/2018.

**Certification:** No activity during this period. There are vacancies for committee members.

The Central office report was unanimously received and accepted.

The Board unanimously agreed to review all contracts during a later closed session.

#### **COMMITTEE REPORTS**

##### **BREED STANDARD COMMITTEE**

Correction was noted as needed to reflect Chair David Wortham roll off date as 6/2020 not 6/2017 as noted in the report. There was no further discussion.

##### **Motion 2018-2**

Fraser/ Shults

Unanimously passed

I move that the Breed Standard Committee report be changed to reflect the correct chair roll off date of 6/2020.

#### **HEALTH, EDUCATION, and RESEARCH**

The HER chair had only one applicant: Jay Griffiths, DVM, who was appointed by President Staley. The Board approved the appointment. The HER report was unanimously accepted.

## JUDGES TRAINING COMMITTEE

Budget: Discussion of added expenses for the service award program will be added to the budget discussion.

Proposal for updating Judges Continuing Education: January 2017 a proposal for the Con-Ed was presented and approved by the Board and tried in June 2017. The proposal did not work as expected.

The Judges Training Committee report was unanimously accepted.

### 16 minute break- reconvened at 10:16 AM

#### Motion 2018-3

Fraser/Seiler

Passed

I move that Rules and Regulations 10.E.2 be changed:

From: A judge must attend the official NPGA continuing education clinic at least once every 4 years, excluding Lifetime Judges. This 4-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 continuing education clinic requirement. To successfully complete this clinic, the attending judge must be on time, participate in the clinic as required by the NPGA Clinician, and remain for the entire clinic until released by the Clinician.

To: A judge must comply with the official NPGA continuing education requirements approved by the Board of Directors, excluding Lifetime Judges.

YES: Chew, Fonda, Fraser, Gredin, Griffiths, Hepner, Howard, Hudson, Irving, Neckermann, Ridley, Seiler, Shipley, Shults, Shunney. NO: none

Proposed Con-Ed program with amendment as submitted by the Judges' Training Committee.

### NPGA Judges Continuing Education

Continuing Education Program has been developed to:

1. Strive for continuous improvement of judging skills
2. Provide service and share knowledge with NPGA members

Instead of the single option to attend a Continuing Education Clinic once every 4 years, NPGA licensed judges will have two options. **Option one:** to participate in a combination of activities outlined in the Con-ed Proposal explained below which is a program to accumulate a required number of points needed at the end of 4 years and will have an added benefit of extending judges renewal date to a 5th year. It will be the judge's responsibility to maintain the proof of completion for their records. CE forms and Judge Evaluation forms will be available for download on the judges portal page. Further information regarding the type of proof required will be listed under each activity. **Option two:** If not enough points are accumulated by the end of May of the 4<sup>th</sup> year, judges can attend a con-ed at convention on Sat to complete their con-ed requirement with active participation in classes and discussions designed to build

skills and strategies for judges until released. Those judges that complete their con-ed at convention will have a renewal date in 4 years.

The activities available to earn credits for continuing education will be sent via email to all judges July of each year by the JTC Chair.

When starting a different format, the first 3 years will have less points required for those judges due Con-Ed in June of years 2018, 2019, & 2020. There will not be any continuing education required of any judge in 2018. Those judges with con-ed due in 2018 & 2019 will be notified and given the number of credits they will need to facilitate their Con-Ed requirements by end of May 2019 for option one. Judges due in 2020 will also receive the required number of credits to earn to facilitate their Con-Ed requirements to maintain their NPGA judges license. Judges due in 2021 will need the full required points for option one.

A spreadsheet will be developed to keep track of all points collected. Each judge will send copies of activities using attached forms for credit via email or mail and have them submitted by the end of May each year to get credit for those attained each year. The Judges Training Committee Chair will keep a record of completion of judge's continuing education activities and post those credits earned on the Judges Portal each July and will also redesign the printable judges card showing the credits they have earned to date and what is remaining to fulfill their 4 yrs.

### **NPGA Continuing Education Proposal & Activities: overall points needed to fulfill**

#### **Con-Ed requirements needed at end of the 4 yr period is (100)**

Judges who fulfill earning their con-ed credit points at the end of their 4 years will have an added benefit of extending judges renewal date to a 5th year before next con-ed requirements are due. In addition, to the below activities, judges may propose other activities to be considered for credit. These activities will be reviewed by the JT Committee with a majority vote for approval. In the event of changes to the Continuing Education program, judges having earned points will be grandfathered in thru completion.

#### **Open book quiz ( Yearly) Required of all licensed Judges**

JTC chair will send out an open book quiz via email in March to be filled out by each judge and returned in 30 days. The questions will cover all changes to rules and regs, show rules, breed standard, showmanship, and any changes made by the NPGA board of directors that affect NPGA sanctioned shows judged by all judges as well as restricted 4-h/FFA or youth shows.

#### **1: Write Articles ( 10 points for each article ) credits to be earned no limit**

Author an article for the NPGA MEMO publication (or other publication) on a health, judging or breed standard issue pertinent to the pygmy goat breed. Articles need to be a minimum of 300 -500 words and be of educational in nature, free of specific herd promotion. All articles are subject to review by the Publication and HER Committee. Proof of activity will be the article. Articles can also be written for 4-h newsletters, local club letters, any publication of article newsworthy for the Association. *\*With health information, definitive diagnosis or specific treatments, article should be quoted as coming from a veterinarian named or explained that it should be deferred to a veterinarian.*

#### **2. Showmanship Class ( 10 Points per showmanship class ) credits earned for up to 4 classes**

Participate in a showmanship class at a show. As a judge that is required to judge showmanship classes, having a strong understanding of the point system as well as how to perform the maneuvers is essential. Actually participating in a class provide practice and opportunity to learn. Proof of activity will be completion of the CE Form.

#### **3. Run a showmanship Clinic ( 15 points per clinic ) Credits earned for unlimited clinics given**

Provide instruction to exhibitors about showmanship maneuvers. This can be a formal clinic for a 4H/FFA/youth club or an event held in conjunction with a show. Proof of completion will be the CE form countersigned by the club leader/show chair hosting the clinic.

#### **4a. Run a Breed Standard or 4b. Herdsmanship Clinic ( 15 points per clinic) credits earned for unlimited clinics given**

Provide instruction to owners/breeders about topics related to the breed standard and/or health and care of pygmy goats\*. This can be a formal clinic for a 4-H/FFA/youth club or an event held in conjunction with a show. Proof of completion will be the CE form countersigned by the club leader/show chair hosting the clinic. *\*Please note: topics should be selected that the judge feels comfortable about teaching or is willing to do the preparation prior to the show to educate themselves. Caution should be taken when providing information if there are multiple points of view or no definite consensus on one "right way". With discussion on health information, definitive diagnosis or specific treatments, it should be deferred to a veterinarian. Consideration should be made when providing information regarding care/feeding and management that specific recommendations may vary depending on variables within a herd or based on regional differences.*

**5. Attend a Show (not judging) ( 5 points per show weekend )** Credit earned per shows, No limit  
Attending a show that the judge is an exhibitor in at least 2 Jr classes and 2 Sr classes, allows for the judge to see different animals and be exposed to other judges' application of the breed standard, ring procedure, and oral reasons and presentation skills. This experience provides more learning opportunities. Proof of completion will be submission of the CE form.

**6. Judging Evaluation ( 10 points per evaluation )** Possible Credits earned up to 3 evaluations of your judging by 3 different judges and can earn credit for giving 3 evaluations to 3 different judges  
Have your judging evaluated by another NPGA or other licensed judge. The evaluation will provide feedback as to areas the judge is doing well in and those that need improvement. The judge performing the evaluation can be an exhibitor at the show and can also get credit for doing the evaluation. The evaluation should be candid and helpful to evaluate that judge's performance. Critique the judging of another judge by evaluating a minimum of 3 classes. Evaluation will be recorded on a standardized Judging Evaluation Form. Proof of Evaluation will be by judge doing the evaluation on a copy of the Evaluation Form signed and submitted to JTC Chair.

**7. Take a Public Speaking Class or Attend Conference/Educational Lecture ( 10 points each )** no limit  
Judges are encouraged to seek out opportunities to gain knowledge and improve their skills. Attach a flyer of the event or receipt of enrollment if available, or if attending a class of educational nature such as animal health/science/ management, or attending another breed conferences. Participating in these activities will be recorded by completion of the CE form, with a description of the event.

**8. Raising Pygmy Goats ( 20 points for 4 yr period )** Proof will be registration of at least a set of kids per year.

Raising pygmy goats is NOT a requirement to be a NPGA licensed judge. However, by actively breeding/raising pygmy goats, a judge has more exposure to ongoing changes in the breed, developing issues with health, and the impact that confirmation has on longevity and productivity.

**9. Showchairing/ co-showchairing NPGA sanctioned show ( 15 points per show weekend )** Credit for 4 shows on different weekends

As a Show-chair/co-show chair of an NPGA sanctioned show, you are responsible to maintain and know the show rules, be sure the report of awards is filled out correctly for the judge to then check over and make sure all information is correct. Also as a show Chair/co show chair you could complete con-ed activity #6 Judge evaluation for credit as long as the judge your evaluating is willing to be evaluated. Fill out CE form.

**Attend Con-ed on Saturday during convention** This option will be available to those judges who have not earned enough points by the end May before convention of their 4<sup>th</sup> year period. Those judges in attendance until released will do two test classes. Actively participate in discussions on both classes. Possible pop quiz. Also other activities will/can be added by the JTC to help provide more information and discussion towards perfecting judging skills and education. Those judges that complete their con-ed at convention will have a renewal date in 4 years. *Those judges who do not fulfill their con-ed requirements will lose their NPGA license at the end of the 4yrs per the Rules & Regs.*

**Serve on JTC ( facilitates all Con-Ed requirements )**

This is a 3 year position that requires an appointment by the NPGA JTC Chair. As a committee member, the judge is expected to:

1. Participate in all discussion within the committee

2. Assist the Clinician with the Judges Clinic (if needed)
3. Attend the NPGA Judge's Exam at the National Convention every year serving on the committee

### Continuing Education Form

Judge: \_\_\_\_\_ Date of completion: \_\_\_\_\_

Witness of Activity: \_\_\_\_\_

Please circle what Con-Ed Activity completed

- 1: write article    2: Show in Showmanship class    3: Run a showmanship Clinic  
 4a: Run a Breed Standard Clinic / or 4b: run a Herdsmanship clinic    5: Attend a show ( not judging )  
 6: Judging Evaluation    7: Take a Public speaking Class or Attend Conference/Educational Lecture  
 8: Raise and breed pygmy goats    9: Show Chair/ Co- show chair an NPGA sanctioned show

### Judge Evaluation Form

Judge: \_\_\_\_\_ Date of completion: \_\_\_\_\_

Judge Evaluating: \_\_\_\_\_

Was the Judge on time for the show: \_\_\_\_\_

Was the Judge Consistent in his/her ring procedure: \_\_\_\_\_

How was the interaction with the exhibitors:    Poor\_\_ satisfactory \_\_ Excellent \_\_\_\_

Were the Judges reasons clear and precise as to why he/she was placing them?  
 \_\_\_\_\_

Did the judge move the show along well:  
 \_\_\_\_\_

Was there consistency in the goats he/she was placing:  
 \_\_\_\_\_

Any other comments or critique needing to be stated:  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_  
 \_\_\_\_\_

**Motion 2018-4**

Gredin/Seiler

Passed

I move to approve the directive for the NPGA Judges Continuing Education program as proposed January 2018.

YES: Chew, Fonda, Fraser, Gredin, Griffiths, Hepner, Howard, Hudson, Irving, Neckermann, Ridley, Seiler, Shipley, Shults, Shunney. NO: none

**NPGA CLINICIAN REPORT**

Clinician April Seiler gave a synopsis of the report. Not as much class time was used in the 2017 clinic to address some of the criticisms in the past of classroom work is review and doesn't change from year to year, not enough hands-on practice and too much down time. The power point presentation and letter was sent out prior to the clinic so the candidates could review prior to the clinic. Downfall of more hands on animal time is the need for more animals versus the availability of animals and handlers which is the responsibility of the Convention host.

Clinician Seiler would like the Board/organization to provide goals for the program so that she can more objectively assess progress and implement changes accordingly.

The NPGA Clinician report was unanimously received and accepted.

### **PUBLIC RELATIONS**

There was no report due to resignation. The position has been advertised in the MEMO. The job description was read to the Board. With her application on file, Tracy Carter was asked if she would be willing to accept the chair position. Tracy Carter requested an additional \$50.00 to add to the committees' annual \$250.00 budget and a free business card ad in the MEMO quarterly to be given as a prize for contests. The budget increase was addressed in the budget discussion and there was no objection to the free ad. President Staley appointed Tracy Carter as Chair with approval from the Board of Directors.

### **PUBLICATIONS**

Jean Sisco resigned as Publications Chair. The position will be advertised in MEMO. After the lunch break Ray Hoyt was appointed as interim Publications chair by President Staley with Board approval. A problem with 3 of the 4 committee members not being available was brought to the attention of the Board by Ray Hoyt.

### **Motion 2018-5**

Shunney/Shipley

Passed

I move that the Board authorizes the interim chair Ray Hoyt of the Publications committee to appoint interim committee members to serve until June 2018 board meeting.

YES: Chew, Fonda, Fraser, Gredin, Griffiths, Hepner, Howard, Hudson, Irving, Neckermann, Ridley, Seiler, Shipley, Shults, Shunney. NO: none

### **YOUTH**

Michele Neckermann gave a synopsis of the report. There is discussion within the committee to offer a Jr scholarship also. The Youth report was unanimously received.

### **COMPLIANCE**

Discussion on appointment of Compliance chair was later during closed session. The Compliance report was unanimously received and accepted.

### **COORDINATOR REPORTS**

#### **AFFILIATED CLUBS**

The Affiliated Club report was unanimously received and accepted.

#### **SHOW**

Susan Seiler presented the report. Sanctions collected in 2017 was 36,430.66. The ribbon recycle program is very helpful. Instead of mailing in the ribbons to the Show Coordinator a club

can gather a set locally and let the Coordinator know when applying for sanction that ribbons will not be needed. This saves on postage. The report was unanimously received and accepted.

### **REPORT OF AWARDS**

The Report of Awards report was unanimously received and accepted.

### **ELECTIONS**

The Elections report was unanimously received and accepted.

### **DEPARTMENT REPORTS**

#### **MEMO**

Contract review and approval was later in closed session. The MEMO report was unanimously received and accepted.

#### **WEBMASTER**

Contract review and approval was later in closed session. The Webmaster report was unanimously received and accepted.

#### **MERCHANDISE**

Contract review and approval was later in closed session. There was discussion of having merchandise available for sale at convention. It is too expensive to have inventory shipped this year. A sample of the inventory would be nice to have on a table to visually see and then be able to take orders right then. The 2018 convention committee will work with Becky Adams. The Merchandise report was unanimously received and accepted.

### **Break for Lunch 12:04 PM to 1:42PM**

### **OLD BUSINESS**

#### **Old Business Item A: Bylaw 4.7,4.11,4.12**

#### **Motion 2018-6**

Fonda/Seiler

Passed

I move that changes be made where necessary in the following documents "his" to "his/hers" and "him" to "him/her":

#### **BYLAWS**

Section 4.7 VACANCIES (change in two places.)

Section 4.11 ELECTION OF OFFICERS (change in two places.)

Section 4.12 EXECUTIVE COMMITTEE – change "him" to "him/her" and change "his" to "his/hers".

YES: Chew, Fonda, Fraser, Gredin, Griffiths, Hepner, Howard, Hudson, Irving, Neckermann, Ridley, Seiler, Shipley, Shults, Shunney. NO: none



## **NEW BUSINESS**

### **New Business Item A: R & R 4.O.2 increase stipend**

Item discussion was tabled until the Budget discussion.

### **New Business Item B: R & R 10.D. accommodations**

#### **Motion 2018-7**

Ridley/Shipley

Failed

Rules and Regulations, Section 10: Judges, Subsection D. Practical Test.

ADD: #8 No judge candidate will share accommodations with current JTC members during the testing process in order to maintain the integrity and impartiality of the judges' examination.

YES: Griffiths, Ridley. NO: Chew, Fonda, Fraser, Gredin, Hepner, Howard, Hudson, Irving, Neckermann, Seiler, Shipley, Shults, Shunney.

### **Break 3:18pm to 3:34pm**

### **New Business Item C: NPGA convention youth show**

#### **Motion 2018-8**

Ridley/Shipley

Passed

I move that we amend the National Convention Agreement 2.4 to say:

Preparing for and running sanctioned open shows, and sanctioned youth shows with or without unregistered classes, if applicable. Starting with the 2019 National Convention.

YES: Chew, Fonda, Fraser, Gredin, Griffiths, Hepner, Hudson, Neckermann, Ridley, Seiler, Shipley, Shults, Shunney. NO: Howard, Irving

### **New Business Item D: Standing and other committees**

After discussion that there was not enough eligible judges from some regions to be able to accommodate the rule, the item was withdrawn by the maker.

### **NEW Business Item E: Insurance coverage for the NPGA**

An Ad Hoc committee was formed with Kathy Griffiths as Chair and Kim Shunney and Linda Shipley as committee members. The committee will research and address insurance coverage options for the NPGA and its Board of Directors.

**NEW Business Item F: NPGA conducting business on social media sites**

**Motion 2018-9**

Seiler/Shipley

Failed

I move that R & R 1.N be: NPGA Board of Directors shall refrain from conducting business meetings or business discussions on social media sites.

Move R & R 1.N to O

YES: Griffiths, Seiler, Shipley, Shunney. NO: Chew, Fonda, Fraser, Gredin, Hepner, Howard, Hudson, Irving, Neckermann, Ridley, Shults.

**Break 5:18PM to 5:26PM**

**NEW Business G: R & R 9 Compliance**

After discussion, tabled to allow more time to refine wording.

**NEW Business Item H: National Champion Scoring**

**Motion 2018-10**

Chew/Howard

Failed

Under the- Rules for Official Shows-part J. 1. a.(1) currently reads "The placing will be scored 1st place-5 points, 2nd place-3 points and 3rd place -1 point"

Change to:

"The placing will be scored 1st place-3 points, 2nd place-2 points and 3rd-1 point".

YES: Chew. NO: Fonda, Fraser, Gredin, Griffiths, Hepner, Howard, Hudson, Irving, Neckermann, Ridley, Seiler, Shipley, Shults, Shunney.

**New Business I: Official Show Rules B.3.B**

**Motion 2018-11**

Shults/Hepner

Failed

I move that we change rules for Official Shows B.3.b as follows:

Change from: b. Exhibitors shall not show any doe or buck in an NPGA-sanctioned show with the herdname(s) of the judge who is judging that show. This does not apply to wethers or unregistered classes or sanctioned 4-H/Youth shows. Effective January 1, 2003.

To: b. Exhibitors shall not show any goat in an NPGA-sanctioned/sponsored show with the herdname(s) of the judge who is judging that show.

YES: Hepner, Hudson, Shults. NO: Chew, Fonda, Fraser, Gredin, Griffiths, Howard, Irving, Neckermann, Ridley, Seiler, Shipley, Shunney.

## Back to NEW Business G

**Motion 2018-12**

Hudson/Fraser

Passed

I move that the following be added to the Director's and Judge's agreements.

I acknowledge that if I am arrested for an offense against a person causing direct physical harm I agree to an automatic suspension of my official NPGA role until resolution of the criminal proceedings. If convicted of said criminal activity I understand that the suspension will become permanent.

YES: Chew, Fonda, Fraser, Gredin, Griffiths, Hepner, Howard, Hudson, Irving, Neckermann, Ridley, Shipley, Shults, Shunney. NO: none. ABSTAIN: Seiler

### **6:34 PM Saturday meeting adjournment**

**January 7th, 2018.**

**Meeting called to order at 8:06 AM**

**Closed Session**

**Open Session 8:42AM**

**Compliance Chair appointment:** The Board approved the appointment of Gail Brinkley.

**Central Office Report** revisited

Paper copies were passed out. The updated Central Office report was unanimously accepted.

**Budget**

The requested increase for JTC to \$250.00 was made to cover service awards for Judges.

The requested increase for Public Relations to \$300.00 was made.

The Youth Committee requested an increase and was raised to \$750.00.

**NEW Business Item A:** was withdrawn by maker Gredin.

The proposed total income is \$127,219.00, proposed expense is \$ 126,285.00 with a net income of \$934.00.

**Motion 2018-14**

Hepner/Neckermann

Passed

I move that the proposed 2018 Budget be accepted.

Yes: Chew, Fonda, Fraser, Gredin, Griffiths, Hepner, Howard, Hudson, Irving, Neckermann, Ridley, Seiler, Shipley, Shults, Shunney. No: none.

**Adjournment by Motion 2018-15 (Hudson/Chew) at 10:22 AM Sunday, January 7<sup>th</sup>, 2018**

**June 2018 meeting: Wooster, Ohio. June 14 & 15<sup>th</sup>, 2018.**

Submitted by:  
Crystal Shults  
NPGA Secretary