

NPGA Board of Directors Meeting  
Via Zoom  
June 6, 2020

*Secretary's Note: The meeting was conducted via videoconference through Zoom due to ongoing COVID-19 pandemic precautions. Due to technical difficulties, the meeting was late to begin. Multiple items were tabled to the January 2021 NPGA Board of Director's meeting in order to streamline discussion of more immediate issues.*

## **Call to Order**

President Gredin called the meeting to order at 8:18 A.M. on June 6, 2020.

Directors present were Brian Beaver, Tracy Carter, Debbie Chew, Jane Coneybeer, Kathy Griffiths, Denise Fraser, Lynda Gredin, Sheryl Howard, Chad Hudson, Sharon Irving, Lisa Salmi, Sue Seiler, Linda Shipley, Shad Te Grotenhuis, and Darren Watkins. Business Manager Lowell was in attendance, as were several NPGA members.

## **Officer Reports**

**President:** President Gredin reported that director Diana Woodward was unable to attend due to a personal issue. She reported that the 2021 National Convention will be held in Colorado following full board approval.

**Vice President:** Vice President Seiler reported that she has kept in contact with all committee chairs and most kept her updated and turned in reports.

**Secretary:** Secretary Coneybeer asked the board for feedback regarding the minutes from the January 2020 meeting, particularly regarding whether they felt the minutes were too thorough. The board, for the most part, expressed that they felt the minutes were appropriate.

**Treasurer:** Treasurer Shipley reminded the board that financial reports had been sent up to April 2020 and gave the board updated balances as of May 31, 2020. She reported that she is working with Business Manager Lowell to move money from maturing CD accounts to money market accounts. The first money market account was opened May 5, 2020, with the second CD having matured June 1, 2020.

## **Approval of Minutes**

The minutes from the January 2020 meeting approved via show of hands.

## **Approval of Agenda**

The agenda for the June 2020 meeting was approved via show of hands.

## **Central Office Report**



Business Manager Lowell reported that the numbers were better than expected in May, despite the ongoing pandemic, but that the organization was still behind 2019 in terms of registrations and finances. There were only a few new members, possibly due to COVID-19. Furthermore, the lack of shows means that there is little other movement in the Central Office. She asked that board members remind their regions to send smaller batches of paperwork in now, before shows resume, rather than sending large packets at the last minute to expedite the process.

She further expanded upon the report given by Treasurer Shipley, stating that money was moved from maturing CDs to money market accounts. She stated that by the end of 2021, all of the organization's money should be in money market accounts, with none in CD accounts. This allows for money to be moved more easily to get the best rates.

She reiterated that she expects some paperwork to pick up following the lifting of restrictions, and that board members should remind their regions to send smaller batches of paperwork in now, before shows resume, rather than sending large packets at the last minute to expedite the process.

## **Committee Reports**

### **Breed Standard Committee**

The Breed Standard Committee presented several items for the board to review, including an in-progress color chart, discussion regarding the ongoing concern over what amount of white disqualifies an animal from registration (as well as how this could be enforced), presentation of a term for markings other than optional and required, requesting a change to the registration application, and request for an extension for a committee member. The committee also outlined their future projects.

There was lengthy discussion from the board regarding the report, particularly surrounding the updated color chart. Several board members questioned the use of a blue background, and voiced that they felt a natural background was less distracting from the color of the animals. Committee Chair Krieg stated that she would work on getting different backgrounds to present to the board. There were also concerns regarding the length of the new color chart, with several board members preferring the more condensed chart currently in use. It was brought up that NPGA could create a booklet or pamphlet and either sell it as a publication or provide it online and create a more condensed chart for quicker reference.

The second point discussed in the report by the board was the creation of a more specific faulting matrix. Further discussion was held regarding the lack of standard or documentation regarding denying registration of an animal based on excessive white. Business Manager Lowell commented that there is currently a committee and procedure for reviewing applications. Vice President Seiler asked how the NPGA is able to deny registration for an animal from two registered parents, and the general answer was that we have no way to deny registration. Committee Chair Krieg emphasized that the current projects are intended to create building blocks for future rule and regulation changes.

Committee Chair Krieg requested an extension for committee member Diane Keith to allow her to continue to work with the committee on providing images for the color chart. The board denied this request; however, an ad hoc committee of Diane Keith and Dr. Elaine Krieg, DVM. was formed by show of hands from the board.



There was brief discussion regarding the third topic item (and submitted agenda item) of making the term “random markings” official in the NPGA Breed Standard. Director Fraser proposed voting on the agenda item; however, Secretary Coneybeer clarified that the board had already approved the agenda as written, and that voting out of order on a motion would require more action than waiting for the item.

The final point of discussion was whether or not the Breed Standard Committee should update the registration application to present color options more clearly and separate “other” markings (dependent on new terms) to a new line to make it clearer to breeders where they should register or note certain features. Business Manager Lowell commented that adding more information could be disastrous, as the application is already short on space and the additions would make it more confusing. The only way to make room would be to remove the existing section containing fees and color options.

Director Griffiths expressed frustration that over the past 7-8 years, there seems to be little to no progress on the issues originally brought by the board to the committee for review. The original issue was to define what was a belt versus a slit; a spot versus a patch. She expressed that she would like to see a complete proposal, rather than bits and pieces. The board is looking for a complete document to refer members to for understanding marking terminology.

The committee report was received by show of hands.

## **HER**

HER Committee Chair Dr. Jay Griffiths, DVM. submitted a report to the board, which was received by show of hands.

## **Judges Training Committee**

Committee Chair Carol Hepner expressed concerns about con-ed completion due to the cancellation of the 2020 NPGA National Convention. The point system was brought up, but a lack of shows this year made it difficult for many judges to fulfill the requirements. Judges who were planning on their con-ed completed at convention were not able to adequately prepare for the point system in advance. The second topic presented to the board was extending the term for JTC members; President Gredin was strongly opposed to this, as many members have served on the committee previously.

Three motions were made by the board to take action on the issues presented by the JTC.

### **MOTION 2020-26**

**Coneybeer/Shiple**

**carried 14-0**

I move to extend continuing education requirements for licensed NPGA judges until such time as the NPGA is able to offer the continuing education opportunity in the future.

YES: Beaver, Carter, Chew, Coneybeer, Fraser, Griffiths, Howard, Hudson, Irving, Salmi, Seiler, Shiple, Te Grotenhuis, Watkins

NO: none

ABSENT: Woodward



**MOTION 2020-27**

**Te Grotenhuis/Chew**

**carried 14-0**

I move to extend the eligibility of current candidates for the judge's exam for one additional year.

YES: Beaver, Carter, Chew, Coneybeer, Fraser, Griffiths, Howard, Hudson, Irving, Salmi, Seiler, Shipley, Te Grotenhuis, Watkins

NO: none

ABSENT: Woodward

**MOTION 2020-28**

**Fraser/---**

**died due to lack of second**

I move to extend the term of the existing JTC committee, having not had the opportunity to participate in this year's JTC events, for 1 year.

There was brief discussion surrounding Motion 2020-28. Director Hudson brought up the fact that the board would have to suspend existing Rules & Regulations, and that such an extension had been refused earlier for the Breed Standard Committee. The motion died for lack of second.

The report was received by show of hands.

### **Public Relations Committee**

Public Relations Committee Chair Diane Keith brought the issue of several members rolling off simultaneously to the board, and expressed concern about replacing 6 committee members over the course of 6 months. She requested that directors provide information on members interested in joining the committee. PR Chair Keith brought up the potential of creating ad hoc committees to retain specific members on ongoing projects on a volunteer basis to open up the committee to add new members and stagger the rolling off of future members. However, she felt that this was ultimately unnecessary, as members could continue to work on projects on a volunteer basis, and the board took no further action regarding the formation of an ad hoc committee.

The committee has been in communication with other publications, and has interest in placing advertisements in other magazines. Treasurer Shipley expressed concern regarding the organizations ability to expand the budget of the PR committee. Several members have asked in the past if donations could be designated to go toward a specific project or program, or whether they go into a general donation pool. Business Manager Lowell stated that she can set up an account to track how much money is donated for a specific committee. Vice President Seiler raised the point that any donation goes above and beyond the budget without compromising it. Director Salmi questioned whether or not specifying where a donation is utilized would jeopardize the nonprofit status of the organization.

There were several comments on the brochures and advertisements provided by the committee. The primary question was why there were so many costumes; there was concern that the organization oversells to children. Several board members felt the advertisements and banner proposals did not have enough information, and that there should be more focus on adults. However, several other board members felt that the advertisements had great eye-appeal, and that people lose interest when too much information is provided upfront. The board had several suggestions of additions for the brochure, such as including a picture of a lineup or show, as well as



altering several of the “uses” for pygmy goats. The board recommended that Committee Chair Keith email the brochure after making the recommended changes for comments and pre-approval.

A potential project of producing an official pygmy goat calendar was proposed, and production costs were briefly discussed. There was also discussion surrounding selling the new banner designs, either as printed banners (sent to Becky and sold through the store) or as a downloadable file. Provided the designs for free was also discussed, as was reproducing the original banner.

Committee Chair Keith expressed that she wanted to see more board involvement on the NPGA Facebook page, and requested that directors send her content. A survey was also discussed; however, there were issues with maintaining anonymity and ensuring that participants were NPGA members.

The report was received by show of hands.

### **Publications Committee**

The Publications Committee Report was received by show of hands with no discussion.

### **Youth Committee**

There was no written report submitted by Youth Committee Chair Jane Coneybeer. She presented an oral report, requesting further board direction and input as she had received little to no direction on projects. The goal of the committee at present is to have greater reach on youth materials, and expressed that a future project is to update the existing NPGA Project Guide to have a greater impact on youth.

The oral report was received by show of hands.

### **Compliance Committee**

The written report submitted by Compliance Chair Fran Bishop was received by the Vice President, but not distributed to the board prior to the meeting. There was some confusion regarding this process; however, the board was reminded that the report has historically never been posted to the website.

## **Coordinator Reports**

### **Affiliated Clubs Coordinator**

Affiliated Clubs Coordinator Kathy Griffiths stated that her report stands as presented.

The report was received by show of hands.

### **Show Coordinator**

Show Coordinator Sue Seiler stated that most shows will be rescheduled, which means there is no additional income. Furthermore, the likelihood of new shows later in the year is relatively low due to the ongoing pandemic. She anticipates that the NPGA will be down 50-75% of show sanctions by the end of the pandemic.



A large part of this is due to social distancing requirements, as well as the loss of fair shows (particularly in California).

The report was received by show of hands.

### **Report of Awards Coordinator**

The report was received by show of hands without discussion.

### **Election Coordinator**

The report was received by show of hands without discussion.

### **Animal Disease Traceability (ADT) Coordinator**

There was no report submitted by ADT Coordinator Dr. Amber Genda, DVM.

## **Department Reports**

### **MEMO Report**

MEMO Editor Maggie Leman requested that directors remind members of available advertising space in MEMO. President Lynda Gredin reminded directors of their obligation to submit regional reflections.

The report was received by show of hands.

### **Webmaster Report**

The report was received by show of hands without discussion.

### **Merchandise Report**

The report was received by show of hands, with the contract renewal and approval held until the availability of both department heads (with the current contracts set to expire on June 15<sup>th</sup>, 2020).

## **Ad Hoc Committee Reports**

### **Membership Category Options**

Discussion and presentation was tabled until the January 2021 board meeting.

### **NPGA Insurance proposal**

Discussion and presentation was tabled until the January 2021 board meeting.



## **New Business**

### **Agenda Item A: Discontinuing providing ribbons for Master Champion Classes**

The general feeling was that members do not want to give up receiving Master Champion ribbons entirely, so discussion turned to reducing the size of ribbons to reduce the cost. The board raised the price of sanction fee because it was time to raise them; however, it doesn't necessarily cover the costs of ribbons, and Show Coordinator Sue Seiler reported that we have lost money on ribbons. The Master Champion ribbons were presented as costing \$9 at the previous board meeting; however, they evidently cost more.

Several options were discussed, including presenting a Master Champion ribbon at the completion of all Master Champion legs and dropping to the next size down (the same as the current Grand Champion ribbons, which cost \$4.50 each). NPGA currently has 80 ribbons in stock, 40 of which are owed to shows which previously paid the \$16.50 sanction for a Master Champion class. Furthermore, there are also ribbons in circulation which can be reused.

A motion was made to table this item until the January 2021 meeting to allow Show Coordinator Seiler to provide examples of the reduced size and review the situation as it develops further.

**MOTION 2020-29**

**Beaver/Griffiths**

**carried 12-2**

I move to table Agenda Item A to the January 2021 NPGA Board of Directors meeting.

YES: Beaver, Carter, Chew, Coneybeer, Fraser, Griffiths, Howard, Hudson, Irving, Salmi, Shipley, Watkins

NO: Seiler, Te Grotenhuis

ABSENT: Woodward

### **Agenda Item B: Define random markings**

Director Griffiths reiterated her objection that this is a midterm recommendation and not a full proposal, as requested by the board. She stated that she would like to see the Breed Standard Committee present a full proposal, outlining potential financial impacts, rather than going piece by piece. It would allow the board to approve all of it at once and cut down on intermediate discussion; it also would mean that forms only need to be changed once, and could limit confusion. Furthermore, verbiage could be confusing considering the fact that we don't have strong definitions for all terms in the breed standard.

The board expressed that they are asking the BSC to define random markings, which is what this proposal is doing. There was some discussion over changing the wording of the definition. Breed Standard Committee Chair Krieg brought up the fact that this definition helps clarify the difference between random and optional markings, and reiterated that the committee had previously brought other terms to the board, which were rejected, and that this is a building block for other changes that the board is requesting.

**MOTION 2020-30**

**Griffiths/Carter**

**failed 4-10**

I move to table Agenda Item B to the January 2021 NPGA Board of Directors meeting.



YES: Carter, Fraser, Griffiths, Salmi

NO: Beaver, Chew, Coneybeer, Howard, Hudson, Irving, Seiler, Shipley, Te Grotenhuis, Watkins

ABSENT: Woodward

There was a brief discussion between motions 2020-30 and 2020-31, in which some wording was changed, along with the clarification that this would not change application forms. A 2/3 majority vote is required for any changes to the breed standard.

**MOTION 2020-31**

**Irving/Te Grotenhuis**

**carried 12-2**

I move to add the terminology presented by the breed standard committee defining “random markings” to the NPGA Breed Standard. The language to be inserted is as follows:

“Random Marking: any marking not consistent with the current color patterns, required markings, and optional markings of the breed standard.”

YES: Beaver, Carter, Chew, Coneybeer, Fraser, Howard, Hudson, Irving, Seiler, Shipley, Te Grotenhuis, Watkins

NO: Griffiths, Salmi

ABSENT: Woodward

**Agenda Item C: Hosting alternative JE in Fall of 2020**

As a result of the ongoing pandemic, NPGA was unable to host the 2020 National Convention. This meant the suspension of the regularly scheduled Judge’s Exam. The primary point raised during this discussion was that NPGA is not in a financial situation to entirely support an alternative JE. The agenda item has two proposals for the board to discuss; the second proposal would involve suspending the Rules & Regulations stating that all potential hosts outside of the regularly scheduled meeting must be willing to underwrite all expenses.

A question raised by the board was if a candidate who takes the exam in an alternative fall JE fails would be eligible to take the test again at the 2021 National Convention. Furthermore, the board was confused about whether the goal at the moment was to draw up a contract, or just approve the potential for an alternative JE (for which there is already a provision in the NPGA Rules & Regulations).

Discussion turned toward the details of an alternative JE; a host would need to have the NPGA Clinician, Clinician’s Assistant, and JTC. If local judges were utilized, they would have to fulfill the requirements set out for members of the JTC (namely, being a judge for 3 years). The final conclusion was that NPGA would support an alternative JE by providing the fees from candidates – which would be no loss to NPGA, as they would not be receiving the fees in 2020 regardless – and an alternative JE would be encouraged to be planned.

**MOTION 2020-32**

**Beaver/Hudson**

**carried 14-0**

In light of the cancellation of the 2020 NPGA National Convention due to COVID-19 restrictions, I move that NPGA shall donate fees collected from candidates planning to attend a single special Judges Clinic and Exam, held between July 1st of 2020 and the annually hosted Clinic and Test at the 2021 Convention, to the person or entity hosting said special Clinic and Test.



YES: Beaver, Carter, Chew, Coneybeer, Fraser, Griffiths, Howard, Hudson, Irving, Salmi, Seiler, Shipley, Te Grotenhuis, Watkins  
NO: none  
ABSENT: Woodward

*The board took a brief break at 12:43 P.M.*

*Session resumed at 12:55 P.M.*

#### **Agenda Item D: Compliance Committee restrictions to data maintained by registry**

The primary question that the board felt had to be addressed in this proposal was what the point of having a code of ethics is, if the organization has no method of enforcement. Because the board is not a court of law, nor an investigative body, enforcement can seem biased. Much of the issue seems to come from two factors: firstly, many people don't thoroughly read what violates a valid compliance issue and file without regard for guidelines. At the previous meeting, the board took steps to prevent this from happening by increasing filing fees. Secondly, there seems to be some issues with the compliance committee not adequately filtering previous cases; the feeling was that they should only be sending pertinent cases to be heard.

Kathy Griffiths, a member of the compliance committee, suggested that the current compliance procedures be distributed to directors in order to glean a working knowledge of the current system and rework it if needed. She stated that the Compliance Committee Chair can sometimes feel uncomfortable with enforcement, and there is not always communication between committee members, raising the question of whether or not we need a committee.

The board agreed to table agenda items D and F to the January 2021 NPGA Board of Directors meeting to allow review and internal discussion of the existing procedures to streamline the process.

**MOTION 2020-33**

**Griffiths/Carter**

**carried 14-0**

I move that we table agenda items D and F to the January 2021 board meeting in order to allow time to scan the current compliance procedures manual, with board review and edits to be presented at the January 2021 board meeting, with any modifications to that procedure to then be given to the compliance chair as part of their job description.

YES: Beaver, Carter, Chew, Coneybeer, Fraser, Griffiths, Howard, Hudson, Irving, Salmi, Seiler, Shipley, Te Grotenhuis, Watkins  
NO: none  
ABSENT: Woodward

Director Chew impressed the importance of making this procedure manual available to all board members, particularly new board members. Creating a packet of information to give to new directors, as was done previously, was discussed, with further discussion to be held by the board.

#### **Agenda Item E: Rule change for JTC at the JE**



The board had several concerns with this proposal, especially as there would be nothing stopping a local person or club from hosting a local JE and using exclusively local judges to grade the exam. NPGA will always pay a minimum of 6 stipends per NPGA-sponsored exam, up to 8 (excluding that of the chair).

The board determined that a percentage requirement of JTC members to non-members would be required for the panel of any exam. There was some debate as to whether or not this was a time sensitive matter, and whether it could be tabled to January 2021.

**MOTION 2020-34**

**Fraser/Carter**

**carried 14-0**

I move that NPGA Rules & Regulations section 8.H.1 be changed to the following:

8.H.1 The Judges Training Committee shall be composed of a chairperson, who is a NPGA licensed judge in good standing, and a nucleus of other licensed judges in good standing, not to exceed the number of regions. Before serving on the Judge's Training committee, an NPGA judge must be licensed for a minimum of three years before being able to qualify to serve on the Judges Training Committee.

8. H.2 This committee shall be responsible for the training, testing, and licensing of NPGA judge candidates during the JE. The panel of JTC members shall grade each candidate on three areas: placement of classes, accuracy of reasons, and presentation. A minimum of six licensed judges must be available to grade candidates, 50% or more of which must be currently serving on the Judges Training Committee. Any non-committee judges asked to stand in must meet the requirements outlined in 8.H.1. If there is not enough members of the JTC available, the Chairperson of the committee may ask other available judges to sit on the exam.

8.H.3. To maintain the quality of NPGA licensed judges, an official NPGA continuing education clinic will be held with the official NPGA Judging Clinic. Attendance at this continuing education clinic is described in paragraph 10.E.2 of these Rules and Regulations. Details of this Judging Clinic are further described in paragraph 10.C of these Rules and Regulations.

YES: Beaver, Carter, Chew, Coneybeer, Fraser, Griffiths, Howard, Hudson, Irving, Salmi, Seiler, Shipley, Te Grotenhuis, Watkins

NO: none

ABSENT: Woodward

### **Agenda Item F: add additional Compliance Committee members**

Agenda Item F was tabled until the January 2021 NPGA Board of Director's meeting.

### **Volunteer of the Year**

President Gredin announced that Diane Keith was the 2020 NPGA Volunteer of the Year.

Treasurer Shipley recommended that Diane Keith be acknowledged at the 2021 NPGA National Convention, alongside the 2021 NPGA Volunteer of the Year.

**The board moved into closed session at 1:58 P.M.**



**The board moved out of closed session at 2:36 P.M.**

*June 2020 NPGA Board Meeting adjourned at 2:38 P.M.*

Respectfully submitted,  
NPGA Secretary Jane Coneybeer

