

## Pygora Breeders Association January 2019 Board Meeting Minutes

President Ruth Hawkins opened the regular quarterly meeting on January 15, 2019, via Yahoo Group email. All directors reported as present: Fran Bishop, Chris Utterback, Ruth Hawkins, Nan Nichols, Erica Brown, Collen McGee. Other PBA members present as guests were Maggie Leman, Christine Nauman, Terri Kistler

Minutes from the October meeting of the board were posted by Nan Nichols and approved:

Fran – approve, 15 Jan 2019  
Nan – approve, 15 Jan 2019  
Chris – approve, 15 Jan 2019  
Collen – approve, 15 Jan 2019  
Ruth - approve, 15 Jan 2019  
Erica – approve, 15 Jan 2019

Fran Bishop submitted a Treasurer's report, which was posted and approved:

Fran – approve, 15 Jan 2019  
Nan – approve, 15 Jan 2019  
Chris – approve, 15 Jan 2019  
Collen – approve, 15 Jan 2019  
Ruth - approve, 15 Jan 2019  
Erica – approve, 15 Jan 2019

All committee reports below were submitted by Collen McGee, posted and approved:

Fran – approve, 15 Jan 2019  
Nan – approve, 15 Jan 2019  
Chris – approve, 15 Jan 2019  
Collen – approve, 15 Jan 2019  
Ruth - approve, 16 Jan 2019  
Erica – approve, 15 Jan 2019

### **PBA Committee Reports, January 2019**

*Updated Committee Reports as of 1/16/2019*

#### **Breed Standard Committee**

Chair:

#### **Fiber Committee**

Chair: Amanda Sadowski

With the holidays I haven't stated working on projects for the fiber committee. However, my plan is to start by making a database of pictures of products made with Pygora for members to see the versatility of the fiber we produce. I will be asking for member to submit photos with details of what percentage of it is Pygora, weight of yarn, method used to make the article (felted, crocheted, knit), etcetera.

## **Merchandise Committee**

Co Chairs: Ruth Hawkins, Erica Brown

The merchandise committee has been in a hiatus due to other PBA business taking precedent. Unfortunately, the 2019 PBA calendars did not get created last year and we will focus on getting that accomplished for 2020. My (Erica) apologies for not being able to execute that project.

Ruth is currently working on getting a PBA logo badge created and has advertised them and is getting feedback from members.

## **Educational Fund Committee:**

Co Chairs – Julie Case & Patricia Young; Member: Christine Nauman

Nothing to report

## **Youth Committee**

Chair: Janet Tilp; Members; Karen Price, Christine Nauman

### **Agenda Submission**

**Proposal:** I propose that PBA sets up a scholarship fund to support youth who are member of PBA. By supporting them we may be encouraging youth to continue to be PBA members. I propose that the initial scholarships be \$500 each of 2 scholarships for now. This will give us time to create an endowment for long time future scholarships.

A financial endowment is a donation of money or property to a nonprofit organization for the ongoing support of that organization. Usually the endowment is structured so that the principal amount is kept intact, while the investment income is available for use, or part of the principal is released each year, which allows for their donation to have an impact over a longer period than if it were spent all at once. An endowment may come with stipulations regarding its usage.

Some suggested stipulations are the funds will go to scholarships for graduating seniors of high school. The funds will also be used for students in college as they further their education while still being a PBA member. *(Do we also stipulate that students participate in shows or some role in PBA.)*

Applicant must be a PBA member, must be a graduating senior, funds will be released to the college of their choice, etc, Other possible requirements to consider are GPA; a letter of recommendation;

The winners of the Scholarships will be announced in the PBA Newsletter.

### **Reasons for the Proposal:**

- To encourage youth to stay in PBA as members.
- Help get the parents involved with the youth, as scholarships will help pay costs of college.
- It helps youth further their education for a better organization and world.

**Advantages if the Proposal is Approved:** It will increase and maintain PBA membership for long term viability.

**Disadvantages if Proposal is Approved:** It may initially take money out of the coffers of the PBA Organization until the Endowment is established.

**Financial Responsibilities:** PBA may need to pay for the initial cost of the \$500 Scholarship, but I think we could advertise in the PBA Newsletter and I believe many breeders may be willing to donate certain amounts of money into the scholarship funds. We could also approach certain groups such as the Wild Goat Women for funds toward an endowment. I also believe we could approach some businesses that have been supportive of PBA for monies toward the endowment.

**Submitted by:** Janet Tilp, Christine Nauman, Karen Price, and Ruth Pohl Hawkins

An additional proposal in respect to Youth Judges is also being worked on by the committee.

### **Public Relations Committee:**

Chair: Collen McGee; Members: Jill Gallagher, Steve Young, Kari Schroeder, April Bowling

Ads in Mother Earth News and Grit began in January.

Two Facebook campaigns have completed. Each included a photogenic goat. Each cost only \$20

Ad one:

If you are thinking about adding a Pygora to your farm - and joining us on this grand adventure - this is the time to reach out to our breeders and get on the waiting list for spring kids! If you want certified Pygora fiber or yarn for your project - check out our breeders. Get your fiber direct from the source. Find out more about this wonderful breed at <http://pba-pygora.org/>.

Ad two:

From the members of the Pygora Breeders Association to you. Merry Christmas! Don't forget, if you didn't get a goat for Christmas - we can we can help!

Future ad will be for "Just Kidding" campaign. Will be asking for fun kid photos.

So far all ads have concentrated on steering people to the breed and the breeders list on our public webpage. Engagements have been very good for the money spent.

Also; we have received some info for a classified ad in Countryside small stock journal. I'm looking at that as it is pretty small potatoes at about \$60. I'm doing some research with current advertisers to see if they get what they expect from it.

### **Judges Training Committee**

Chair: Lisa Roskopf

Ø

### **Show Secretary**

Erica Brown/Nan Nichols

The 2018 Show Season is over, with a transition of Show Secretary duties from Erica Brown to Nan Nichols in Oct. There were 12 sanctioned held over four different venues, from July through October. All Grand Champion awards have been verified, certificates sent, and

updates have been made in the PBA herdbook. In 2018 the PBA tested a “new” seasonal awards program with points given to all goats entered into sanctioned shows, to highlight the many outstanding goats, breeders and owners who participate in our shows. Certificates have been sent to the award winners, and results are posted on the PBA website under the “Shows/Events -> Show Results” tab.

### **Webmaster**

Maggie Leman

Website seems to be running smoothly. A more effective spam filter was added to the Register Online page. Show results updated through the 2018 MFF, OFFF, and SAFF shows. Still waiting on the 2018 Hi-Point winner. Minutes updated through June 2018. Always need GOTM pictures. Tag me on the PBA FB page if you see a cute one. Webmaster job description needs updating.

### **Newsletter Editor**

Maggie Leman

The newsletter is running smoothly. I am always looking for fun pictures of good quality for the Happenings page. Always looking for articles too. I have 2 member submitted articles for the Spring issue, Yea! Anyone doing an informational booth, 4-H project, a craft using Pygora fiber, building a better hay feeder, etc... is encouraged to submit to the newsletter. It does not have to be more than a paragraph or two, pictures with captions are great! Would like to have clear guidelines on publishing certain pages, articles, ads, features in color. At the outset it was decided to have the front and back pages in color and perhaps the centerfold. It is a good deal cheaper to publish the newsletter in just black and white of course. May need to have the board revisit advertising rates as to color and black and white, too. It is very likely postage has gone up this year. Editor job description needs updating.

### **Old Business**

Discussion of changing to a paid subscription meeting platform began with a report submitted by Nan Nichols, after a phone conversation with PBA member Steve Young. His experience with several different platforms was added to that of the possibility of switching to a “free” service from Facebook Workplace.

### **New Business**

#### Motion 19-1 - Proposal to Retroactively Award PGCH to Select Pygora Bucks

Maker – Erica Brown      Second - Collen McGee

I move that retroactively, all Pygora Bucks, who have obtained three Grand Champion wins, by at least two different judges, be awarded the Permanent Grand Champion status and retired.

Ruth – approve, 17 Jan 2019  
Fran – no, 17 Jan 2019  
Chris - no, 17 Jan 2019  
Nan – approve 17 Jan 2019  
Erica – approve 17 Jan 2019  
Collen - approve 17 Jan 2019

All in favor of having Amanda Sadowski train for the registrar position, state approval below.

*Submitted by Ruth*

Ruth - yes, 18 January 2019  
Collen - yes, 18 January 2019  
Fran - abstain  
Nan – yes, 18 January 2019  
Erica - yes, 18 January 2019  
Chris yes, 18 January 2019

#### Motion 19-2 Training Fund

Maker - Collen McGee Second - Ruth Hawkins

I move that until a permanent training fund can be established, the board guarantees no member, incoming or outgoing, will incur personal expense in the course of learning or passing on knowledge for the position they will serve in. The board will agree to vote on a requested expense within 24 hours of the request being submitted. The request should be submitted to the president who will post it to the official meeting forum and email the board members that immediate action is required on a training request. Any vote on a training expense will be decided by the majority of votes cast. The individuals involved in the training have the sole discretion of choosing an appropriate forum for training; however, if the service is available for free – i.e. document sharing is available through free services like Google Docs and OneDrive. Video conferencing is available through Skype and Facetime etc. – then those services should be used. Any request must include a detailed justification for the requested funding. The motion also includes continuing education that would further the mission of the PBA. I request that a permanent budget amount be set up in the next budget year of no more than \$1,000 per calendar year – to include travel - for training purposes. Mileage would be reimbursed at the rate of \$.27/mile and meals at a flat rate of \$20/day if required. Requests for use of any training funds would still need to be approved by the board each time a request is made and every effort should be made to submit those requests in time for regular board meetings. However, special votes may again be used if the urgency warrants it.

Ruth – yes, 22 January 2019  
Fran – no, 22 January 2019  
Chris – yes, 22 January 2019  
Nan – no, 22 January 2019  
Erica – Yes 01/22/2019  
Collen - Yes 1/22/2019

### Motion 19-3 SOP Manuals

Maker - Collen McGee      Second - Ruth Hawkins

Additionally - if this needs to be a separate motion then please make it one - Each position that requires a technology or specific skill set - the current representative for that position must build a standard operating procedure manual to ease transitions and guarantee PBA organization continuity. This manual should include screenshots or images as appropriate and any passwords to databases or document sharing sites for the board position or committee. These manuals should be maintained by the committee chair/board member and a copy provided to the president so that a second set is available to prevent a single-point-failure in the event of an unforeseen circumstance or tragedy. These manuals should not be posted in a public forum except when they do not contain a password and only in the platforms that each committee uses as a point of reference for that committee. These SOP manuals are only required for those positions that have processes that must be maintained for the sake of continuity for the PBA as a whole.

Ruth – yes; 22 January 2019  
Fran – no; 22 January 2019  
Chris - yes; 22 January 2019  
Nan – no; 22 January 2019  
Erica – yes; 22 January 2019  
Collen - yes; 22 January 2019

### Motion 19-4, Education Fund Proposal, Retractable Banner

Maker - Collen McGee      Second - Erica Brown

I make a motion that we approve the expenditure of up to \$459 so the education committee can create three retractable display banners for educational use at events our members participate in. As outlined in the proposal submitted, the banners will be based on the same posters available for download on the PBA site giving our members an additional choice for educational displays. The educational committee will track the use and location of these and evaluate if this initial product should be ordered for each region in the future. Members requesting the use of the product would be responsible for the shipping costs to get the display sent to them.

Ruth – yes; 25 Jan 2019  
Fran – yes; 25 Jan 2019  
Chris - yes; 25 Jan 2019  
Nan – yes; 25 Jan 2019  
Erica – yes; 25 Jan 2019  
Collen - yes; 25 Jan 2019

Facebook Workplace test: During the meeting Ruth began setting up a space on the Facebook Workplace website in order for the PBA board and committees to try using for meetings. Invitations were sent to current board members and Ruth has started setting up committee areas.

For Maggie in her capacity as webmaster: Separating the PBA from the NPGA databases – cost and time frame; proposed webmaster job description update. Due to other responsibilities and time constraints, this will be followed up at the April 2019 board meeting.

For Maggie in her capacity as newsletter editor: cost of full color printing vs partial color; postage needs; Proposed editor job description update. Due to other responsibilities and time constraints, this will be followed up at the April 2019 board meeting.

The board meeting was adjourned on January 27, 2019. The next meeting will be April 1, 2019.