

IBBA Board of Directors Conference Call
April 4, 2018
Doyle Miller, President

The purpose of IBBA is: To enable IBBA members to serve the commercial cattle industry.

The purpose of the IBBA Board of Directors is: To honor, serve and lead the membership.

President Doyle Miller called the meeting to order and Chris Heptinstall called roll at 7:02 p.m.

| <u>Present</u> | <u>Present</u> | <u>Absent</u> | <u>Staff Present</u> |
|----------------|-------------------|---------------|----------------------|
| Doyle Miller | Bill Davis | Vern Suhn | Dr. Tommy Perkins |
| Mike Vorel | Danny Farris | Troy Floyd | |
| Steve Densmore | Greg Romans | Darrel Law | |
| Eddy Roberts | Chris Heptinstall | | |
| Lee Alford | Allen Goode | | |

President Doyle Miller had each of the board members to identify who they were, where they lived and who they represented on the board.

President Miller asked for a review of previous minutes. **Bill Davis moved to accept minutes from December 12, 2017; January 9, 2018; January 31, 2018 and March 1, 2018 as presented. Mike Vorel seconded the motion. The motion passed unanimously.**

President Miller discussed the January 2017 financials previously sent out to the board.

President Miller asked Dr. Tommy Perkins to discuss the letter received from an IJBBA director. Perkins stated the IBBA attorney had been contacted and recommended IBBA gain full control of IJBBA or separate their finances from IBBA to minimize our risk and liability. Miller asked Steve Densmore to discuss the email submitted to the board from the Junior Advisory Committee concerning the IJBBA director letter. Densmore stated they felt they had come up with remedies for future issues that may arise similar to this one. Their desire was to make sure the Junior Advisor include another Junior Advisory Committee member present when reprimanding any of the youth. He said all junior members sign off on a board policy packet prior to serving and must adhere to their assignments. Densmore further stated he felt it would best for everyone involved that IJBBA separate their monies from the IBBA as they are always struggling to get financial reports from the IBBA accountant in a timely fashion. President Miller asked Perkins to elaborate on the flight schedules of the IJBBA directors and adult sponsors relating to the trip to Ohio for Youth Beef Conference. A parent called Perkins concerned about his child being left at the airport in Ohio for four hours without adult supervision. **Bill Davis moved to follow Steve Densmore's lead and IBBA's counsel to separate the IJBBA organizational funding from IBBA. The motion was seconded by Lee Alford. The motion passed unanimously.** Perkins was asked to contact the IBBA auditor to get the best separation option for this separation of funds.

President Miller gave a brief report for the Breed Improvement Committee as submitted by Mark Cowan. He stated they were encouraged by the deadlines set forward with the new REGSTR program

and the release of new EPDs (fertility, feed efficiency, etc.) and selection indexes. They prefer to change the ownership percentages in the coming year (different than the 1/12th).

President Miller discussed the Wade Fisher report from the Promotions Committee. He stated they were working on an Ad depicting a commercial calf going from birth to packer. They plan to stress the attributes of the Brangus bull as well as the Brangus female.

President Miller then talked about the Personnel Committee and his meeting with Dr. Perkins concerning the EVP performance review and future EVP management development and training. He stated a subcommittee needed to be formed to determine performance criteria for the EVP for future reviews of the EVP. Miller appointed Bill Davis as the Chairperson with Steve Densmore and Allen Goode also serving on the committee. Miller asked that a document be produced within the next 60 days.

President Miller then appointed an Ad-hoc committee to review the long-range plan. Mike Vorel was named the Chairperson with Chris Heptinstall and Eddy Roberts serving on the committee. Dr. Perkins was asked to be involved in the meetings with the Ad-hoc committee.

A discussion ensued on the need to remove the current hiring freeze on staff as it has been impeding the staff's ability to get registrations and transfer out of the office in a timely fashion. President Miller stated he had asked Dr. Perkins to enroll in some professional development training using Franklin Covey and the 7 Habits of Highly Effective People. Perkins stated that he had already signed up for a session in April 2018. Miller and Heptinstall stated they had participated in the 7 Habits of Highly Effective People training previously and it was outstanding. They further asked Perkins to investigate hiring Franklin Covey to put on a training for the entire IBBA staff and the IBBA board of directors that wanted to participate in San Antonio. **Greg Romans moved to remove the hiring freeze. The motion was seconded by Allen Goode. The motion passed unanimously.**

President Miller asked for any old business. Densmore requested a financial report on the World Brangus Congress. Perkins stated that they are not complete at this time as invoices and income are still coming in. However, Perkins feels like the event may finish in the black.

President Miller asked for any new business.

Allen Goode inquired about how and when the new IBBA logo was determined. It was stated that Peyton Waldrip presented former President Brandon Belt with about 10 logo examples and he passed on the top three to the board. Belt then sent Waldrip an email stating the board had approved the current logo we are using. **Goode moved to modify the new Brangus logo to be more inclusive of Red and Black cattle. Seconded by Steve Densmore. The motion passed unanimously.**

Steve Densmore moved to adjourn at 7:59 p.m. The motion was seconded by Mike Vorel. The motion passed unanimously.

These minutes have been read and approved by _____.
Doyle Miller, President