

# TEXAS LONGHORN BREEDERS ASSOCIATION OF AMERICA

Board of Directors meeting  
November 2, 2023, 7:04 p.m. CDT  
via teleconference

## Roll Call

<u>Division A</u>	<u>Division B</u>	<u>Division C</u>
x Deb Lesyk	x David Wars	✓ Justin Georges
✓ Johnny Hicks	✓ Kevin Rooker	✓ David Edwards
✓ Tom Ryder	✓ Amanda Danley	✓ Kris Johnson
	✓ Keith Hagler	✓ Mike Lucas
<u>At-Large</u>	✓ Stephen Head	
x Keith DuBose	✓ Mike McLeod	12 present
✓ Elizabeth Fritz		3 absent

## Secretary's Report

Minutes of the TLBAA board of directors meeting held on 7/27/2023 were presented for review and approval.

- Tom Ryder made a motion, seconded by Keith Hagler, that the minutes be accepted as presented. The motion passed without opposition.

Minutes of the Executive Session conducted during the TLBAA board of directors meeting on 7/27/2023 were presented for review and approval.

- David Edwards made a motion, seconded by Tom Ryder, that the minutes of the Executive Session be accepted as presented. The motion passed without opposition.

The board of directors met on 9/21/23, but Stephen Head (Secretary) was not present. As a result, there were no minutes recorded of that meeting.

## Treasurer's Report: Financial Status Through September 30, 2023

Kevin Rooker presented monthly and year-to-date Profit & Loss reports through September, 2023, as well as a Balance Sheet for September, 2023.

- Keith Hagler made a motion, seconded by Justin Georges, to accept the treasury reports as presented. The motion passed without opposition.

## Marketing Committee

Justin Georges stated that the Marketing Committee is not functioning well. Justin said he would like to continue to be the liaison to this committee, but suggested that the committee be completely replaced. No formal action was taken on this suggestion.

## **Full-Time TLBAA Leadership**

At the September meeting of the board of directors, it was decided to create a survey to ascertain the opinion of the staff and members regarding the need and criteria for a Chief Executive Officer.

Keith Hagler informed the directors about a Zoom meeting conducted with a retired executive who has served as a Senior V.P., Executive V.P., COO and CEO for various companies, including General Mills. This gentleman lives approximately 25 miles from the TLBAA office, and he is apparently interested in using his talents to lead an organization for a few more years. Keith was “impressed” with this person.

Elizabeth Fritz also attended the Zoom meeting and stated that she was “very impressed” with this person. Per Elizabeth, this gentleman discussed the importance of structure, organizational goals, business objectives and daily operations.

Johnny Hicks also stated that he was “very impressed” with this person. Johnny felt like he had a good demeanor and would be good at developing people. Johnny also informed the board that this person is looking for a 3-year to 5-year position, at which point he would like to train his replacement.

During their meeting, the individual said that CEO compensation with non-profits is in the range of \$150,000 to \$225,000 per year.

Keith H. suggested that TLBAA consider an incentive-based compensation package for a CEO.

It was suggested that the next step should be a Zoom meeting with the board and the candidate. TLBAA should also obtain documentation of compensation salaries of similar organizations.

- Justin Georges made a motion, seconded by Amanda Danley, to arrange a meeting via Zoom with this individual in the near future. The motion passed without opposition.

## **AI Hardship Request**

An AI Certification hardship request was received from Michelle Smith for TC3 Bullett Hole, BI93639. The sire has been confirmed, but the dam is deceased.

- Justin Georges made a motion, seconded by Elizabeth Fritz, to approve the AI Certification request for TC3 Bullett Hole. The motion passed, with one (1) opposing vote.

## **Committee Selection Proposal**

Deb Burkham previously submitted a proposal to change the way members are selected for committees. Instead of letting the committees select new members from those who have indicated an interest, Deb’s proposal would allow the members who participate in a given area to vote for members to serve on the various committees. There was discussion about the advantages and disadvantages of both ways of filling committee positions.

Johnny suggested that members need to be made more aware of the need for individuals to serve on the committees. Following that suggestion, he asked that each of the committee liaisons send brief descriptions of the committees, the responsibilities of committee members and the time commitments necessary, to him within the next week.

- Kevin Rooker made a motion, seconded by Amanda Danley, to table this proposal indefinitely, and to bolster committees by publicizing the need for committee members from specific geographic divisions each year. The motion passed without opposition.

### **Drug Test Proposal**

Tabitha Schwarz previously submitted a proposal for drug testing the winning cattle at all TLBAA world-qualifying shows, or at least the winners of the TLBAA World Show. There was much discussion about whether or not there is an issue with drug usage in show cattle. There was also discussion about the cost of drug testing and the logistics of administering tests and receiving results during the time-frame of a show.

Kevin suggested that people with suspicions of drug usage should utilize the existing protest process. If several people were caught cheating (through the protest process), then it may be appropriate to implement a drug testing protocol.

- Justin Georges made a motion, seconded by Amanda Danley, to decline the proposal until a definite need is shown or warranted. The motion passed without opposition.

### **Term Limit Proposal (not listed on agenda)**

Justin Rombeck previously submitted a proposal to establish term limits for participation on the TLBAA board of directors. David Wars (Parliamentarian) had previously stated that a change of by-laws must be done by a vote of the members, not by the board of directors. This proposal should be presented to the members for consideration and approval or dismissal.

- Kevin Rooker made a motion, seconded by Keith Hagler, to have the proposal published in the *Trails* magazine and included on the agenda for the next general membership meeting. The motion passed without opposition.

### **Adjournment**

- Justin made a motion, seconded by Kevin, to adjourn the meeting. The meeting was adjourned at 9:37 p.m. CDT.