

# TEXAS LONGHORN BREEDERS ASSOCIATION OF AMERICA

Board of Directors meeting

December 11, 2024 7:00 p.m. CST

via Zoom

## Roll Call

| <u>Division A</u> | <u>Division B</u>              | <u>Division C</u> |
|-------------------|--------------------------------|-------------------|
| ✓ Deb Lesyk       | ✓ Josh Gentry                  | x Justin Georges  |
| ✓ Johnny Hicks    | ✓ Kevin Rooker                 | ✓ Walker Hance    |
| ✓ Tom Ryder       | ✓ Amanda Danley                | ✓ Kris Johnson    |
|                   | ✓ Keith Hagler                 | ✓ Dave Berry      |
| <u>At-Large</u>   | ✓ Stephen Head ( <i>late</i> ) |                   |
| ✓ Keith DuBose    | ✓ Mike McLeod                  | 14 present        |
| ✓ Elizabeth Fritz |                                | 1 absent          |

## Secretary's Report

Stephen Head was late to join the meeting. The meeting was recorded, so the following minutes were written in part from the recording.

The minutes of the two previous meetings, held on 9/18/24 and 12/3/24, were provided by Stephen via e-mail for review prior to this meeting. Keith Dubose made a motion, seconded by Keith Hagler, to accept the minutes of the 9/18/24 and 12/3/24 minutes.

## Treasurer's Report

Elizabeth Fritz reviewed ad sales from the previous year. She also compared our ad rates to the ad rates charged by other breed associations. Elizabeth stated that Ryan Veenstra is still working on correcting the financial statements for fiscal years 2023-2024 and 2024-2025. Due to inflation, TLBAA needs to consider raising prices on various services – registrations, transfers, memberships, etc.

## Christmas Bonus and Cost-of-Living-Adjustment for TLBAA Staff

The TLBAA Executive Committee met on December 10, 2024, to discuss financial status of the TLBAA and possible pay adjustments for the employees. The Executive Committee was in agreement and recommended that the employees be given a Christmas bonus and a cost-of-living-adjustment.

- Keith DuBose made a motion, seconded by Keith Hagler, to give each of the TLBAA staff employees one (1) week salary as a year-end bonus. The motion passed without opposition.
- Keith DuBose made a motion, seconded by Kevin Rooker, to give a 2.5% cost-of-living-adjustment (increase) to all TLBAA staff employees, with the exception of recently hired Ryan Veenstra. The motion passed without opposition.

## **Executive Session**

The board went into Executive Session to discuss personnel payroll matters.

At the conclusion of the personnel finance discussion, the board returned to its regular meeting.

## **Possible Increase in Registration and Transfer Fees**

Elizabeth and Ryan looked at the registration and transfer fees charged by other breed associations. In general, TLBAA fees are lower than the fees of other associations. Furthermore, the fees have been at the current level for approximately two decades. The Executive Committee recommended that the fees for registrations and transfers be increased.

- Keith Hagler made a motion, seconded by Kevin Rooker, to increase the fees for registrations and transfers by \$5. The motion passed without opposition.

Immediately after this motion passed, a question was asked about when this should go into effect. One suggestion was to start the increase on 1/1/25, but others thought there should be some time allowed for members to get animals registered or transferred before this went into effect. It was suggested that three months should be long enough.

- Keith Hagler made a motion, seconded by Tom Ryder, that the fee increase should begin on 4/1/25. The motion passed without opposition.

## **Additional Topic**

Amanda Danley stated that she had been contacted by a member who is needing to register a large number of older animals and who requested that a variance be provided to lower the \$100 registration fee per animal.

- Keith Hagler made a motion, seconded by Keith DuBose, to reject this variance request and stay with the established fee rate.

## **Meeting Adjournment**

- Dave Berry made a motion, seconded by Keith Hagler, to adjourn the meeting. The meeting was adjourned at 7:37 p.m. without objection.