

These are unapproved minutes of the meeting. They will be read, amended if needed, and approved at the Directors' next meeting in Milwaukee in September.

Board of Directors Meeting

Las Vegas, NV

January 28, 2017

President George Virtue called the meeting to order at 9:05 Pacific Standard Time at the Excalibur Hotel in Las Vegas.

George Germaine offered the invocation.

Directors present were George Virtue, George Germaine, Sherie Clark and Julie Harris. Directors Adam Lasch, Mike Birch and Chandler Lindsley were absent and excused.

Sherie Clark moved George Germaine second that the Agenda be accepted as amended.

George Germaine moved seconded by Sherie Clark that the minutes of the August 5, 2017 meeting be accepted as presented.

Treasurer Sherie Clark presented the Balance Sheet and 2016 Profit and Loss Statement. The Balance Sheet is in balance with Assets of \$1,901.50 matching Liabilities and Equity of \$1,901.50. Sherie also presented the 2016 Profit and Loss Statement which showed that the Association ended the year with a profit of \$1,620.16. Sherie reported that there was significant increases in dues, registrations and BreedPlan participation. George Germaine and Julie Harris moved that the Treasurer's Report be accepted as presented.

Executive Director John Gerow presented the Shades of Grey profit and loss statement. Shades was produced and distributed at a profit of \$518.08. John explained that the Shades committee offered a \$300 credit to Shorty Hochstettler because editing work on his ad had diminished the quality. After this adjustment, Shades still made a \$218.08 profit. John wanted it read into the minutes that Hays Boyd and Chandler Lindsley were vitally important to producing the magazine. Sherie Clark and Julie Harris moved that the Shades P & L be accepted as presented.

The Executive Director presented a lengthy report on the various work that he has done for the Association since the August meeting. He suggested that he needs to do a better job of keeping Directors informed of the things that he does. John discussed the change in herd size of our members over the years with data taken from the Female Inventories generated in November. George Germaine and Sherie Clark moved that the report be accepted as presented.

Executive Director John Gerow introduced a slogan he has developed for a new ad campaign: "Grass the Natural Way, Murray Greys the Natural Choice!" George Germaine and Sherie Clark moved to have John Gerow Copyright the slogan.

Office Manager Gennie Gerow presented the Directors with a list of membership applications received so far this year. Sherie Clark and George Germaine moved to accept all membership applications as presented.

Finance Committee Report - John Gerow reported that everything is in place to generate the documents needed for the annual audit. A brief discussion of the audit followed.

Under Old Business – John Gerow presented an Executive Director’s job description for the Directors to consider. Sherie Clark and George Germaine moved that the discussion be tabled until the September meeting to allow input from all of the Directors before voting to adopt the job description.

John also presented a matrix that the committee prepared to use as a guide for an annual review of the Executive Director’s performance. The Committee reports that the first annual performance review will be done and presented at the September meeting.

Julie Harris presented a definition of “member in good standing” which is used, but not defined in the bylaws. After discussion George Germaine and Julie Harris moved that the Association adopt the following definition of “member in good standing”: ***“A member in good standing shall be defined as: any member who has paid current year dues. A member in good standing shall not engage in conduct that may endanger the good order or well being of the Association, or threaten the integrity of the pedigrees of Murray Grey cattle in the United States.”*** The motion passed by acclamation.

Julie Harris of the Youth Committee proposed a Junior Photo Contest to involve Juniors who show Murray Greys in a National promotional program. George Germaine and Sherie Clark moved to implement the program as presented. The Association will actively seek sponsors and the Association office is tasked with promoting the competition among AMGA juniors.

Gennie Gerow presented the Directors with a nearly complete “In Case of Emergency” file that she has prepared. The file has all of the information that the Board would need to operate the Association office in the event of a loss of John and Gennie.

Julie Harris and Sherie Clark moved that the Association sell the plexiglass bull’s head images purchase from Adele Pitts this fall for \$50 each.

Discussion of an AMGA Facebook page was tabled until the September meeting.

Under New Business; George Germaine and Julie Harris moved that standing committees be appointed as needed.

John Gerow presented an operating budget for 2017. He proposed minimal increase in activity and similar expenses to 2016. John asked the Board to approve funding for the Association to participate in two grazing conferences and for him to make a couple of farm visits to begin industry outreach for the Association. John also included \$1,600 in the budget for 4 1/8 page ads in the Stockman GrassFarmer magazine for fiscal/calendar year 2017. The proposed budget shows that the Association will show a profit again in 2017. George Germaine and Sherie Clark moved to accept the budget for 2017 as proposed.

John Gerow presented the first draft of the ad he wants to run in the Stockman GrassFarmer. The draft includes the “Natural Way Natural Choice” slogan. Sherie Clark and George Germaine moved to approve the ad and asked John to proceed with purchasing space.

George Germaine and Sherie Clark moved to ask John Gerow, Chandler Lindsley and Hays Boyd to be the Shades committee for 2017.

Sherie Clark and George Germaine moved that the deadline for publishing will be October 31, 2017.

George Germaine and Sherie Clark moved and seconded that the Shades magazine must be self supporting.

George Germaine and Sherie Clark moved that John Gerow will have editorial discretion and that no ads should be published that are competitive or detrimental to AMGA.

George Germaine and Sherie Clark moved that all profits from Shades be split between the Gerows and the AMGA youth program.

George Germaine and Julie Harris moved that the 2018 National Show and Annual Membership Meeting be held at the Clark County Fair in Vancouver, WA.

In other New Business:

Sherie Clark, Sharon Virtue and Gennie Gerow will serve as a nominating committee.

Directors asked John Gerow to check on the list of Unique Tattoos and Prefixes on the website, also to update genetic lab information

Directed John to see if BreedPlan forms can be produced in the computer system as interactive spreadsheets and to develop them if they cannot be

The meeting went into a brief executive session at 12:17. George Germaine and Sherie Clark moved that the member must provide a lease agreement on an MGIA bull used in her herd.

The meeting was adjourned at 12:40