

Regular ALSA Board of Directors Meeting
October 12, 2010 - 8:00 PM EST

Meeting called to order: 8:10 pm EST

ROLL CALL

Ken Forster - President
Cathie Kindler - Vice President
Tom Parsons - Treasurer
Trish Brandt-Robuck - Board Member
Bob LaMorte - Board member
Keith Wattigney - Board member
Allen Davis Board Member
Cheryl Ryberg - Office Manager
Absent Staci Forchee – Board Member

PROCEEDINGS:

Approval/Review of minutes:

Tom moved to approve the Minutes of September 14, 2010. Seconded by Cathie. Passed

Next Board Meeting:

October 28, 2010: 8:00 AM CST Face to Face- Lincoln, Nebraska

October 29, 2010: 7:30 AM CST General Membership Meeting- Lincoln, Nebraska

OLD BUSINESS:

Updated Website Report from Committee to Board Members to be sent Oct 13, 2010.

Motion made by Tom to accept as presented the recommendations of the Youth Com. re the selection of the 2010 Scholarship awards (2). Seconded by Trish. Passed. Cathie to review the Scholarship Award selection process for future Awards.

NEW BUSINESS:

None

TREASURERS REPORT:

Tom presented a Balance Sheet as of 9/30/10 and a statement of Profit and Loss for the nine months ended 9/30/10.

Balance Sheet

9/30/10

Current Assets

Cash	\$27,327
Investment account	\$52,239

Memorials	<u>\$5,475</u>
Total Current Assets	\$85,041
Total Assets	<u>\$85,041</u>
Equity	<u>\$85,041</u>

OFFICE REPORT:

Office is busy with shows and Regionals coming in for qualifying. We have picked up some very enthusiastic new members that have showed at Regionals and are on to National. Show fees are up 3.7 % as of today. We are working qualifiers.

Respectfully Submitted, Cheryl Ryberg

COMMITTEE REPORTS:

1. Alpaca Committee: (liaison: Cathie)
Chair: Mary Reed
No Report
2. Election Committee: (liaison: Cathie)
Chair: Lougene Baird
No Report
3. Ethics Committee: (liaison: Allen)
Chair: Barb Parsons

Recommendation from Ethics Committee

After discussions the Ethics committee feels there is a need for an updated procedure. Due to the speed of communications on the internet, long, drawn out discussions and lengthy, cumbersome committee reviews are outdated. Swift action needs to be available to the ALSA Board to curb behaviors and more effectively police our own members when emotions, inappropriate or derogatory comments are being sent to the ALSA membership via email, chat lines and members blogs posted on sites such as Face Book.

The outlined process can be used for future member vs. member, BOD member vs. member, Judge vs. member, Judge vs. Judge Complaints of this nature. The committee feels the following 4 steps should be proposed and agreed to by the board and immediately implemented. These procedures are customary and normal within most organizations and businesses. These steps make it clear for ALSA members who display inappropriate behavior that they will and should be subject for reprimand or removal. This can be used in conjunction with a formal protest or on its own merit, as it would be implemented in the case you have brought to our attention.

Four Step Discipline process

1. The Ethics committee reviews the grievance and determines what stage the inappropriate activity has escalated to. Their recommendation is given to the Board Liaison. The Board (in

- step 1) will give the person(s) involved with the activity a verbal reprimand and asks the person(s) to stop the behavior. The date, nature of the reprimand and citing the statutes that are being violated in the ALSA handbook should be documented briefly by the Board.
2. The Ethics committee reviews any previous documented person(s) contact from the Board. The committee writes a letter asking the person(s) to stop the specific behavior. This letter is presented to the Board for implementation and should be clear about what behavior is expected. The letter should also indicate that a further incident will result in suspension from the organization. A copy of the letter will be kept by the appropriate Board member and in a filing system that can be accessed by the Ethics committee in case of future violations.
 3. The Ethics committee, after review of documented records, will make a recommendation of the length of suspension for the person(s) involved in the incident. The recommendation will be approved by the board and implemented and recorded by letter. This letter is clear about what behavior is expected. The letter also tells the person(s) that further incident will result in the expulsion from the organization. A copy of the letter will be kept by the appropriate Board member and in a filing system that can be accessed by the Ethics committee in case of future violations.
 4. The Ethics committee, after confirmation that the above 3 steps were implemented and followed will make persons(s) will be drafted by the committee, approved and implemented by the sitting ALSA Board of Directors.

Current Request sent to the Committee

The Ethics Committee has reviewed your recent request and we feel the appropriate action is at the **first stage**. Since procedures of this nature have not been proposed in the past, we feel that it is time to give ALL members the list of actions that will be taken if inappropriate behavior is reported and documented by a paid ALSA member. This behavior can be brought to the Board attention with or without the formal protest and associated fee for filing.

Both parties, in the case you presented to the Ethics Committee, in our opinion, should be verbally spoken to by a representative of the board and the conversation documented. In the conversation the specific statute in the ALSA handbook should be cited as to their inappropriate behavior.

[Part V, Section 2.A.2.d and e](#)

During the conversation it must be made clear that documentation is now being recorded and a copy of the above 4 steps given to each person that is spoken to.

If further inappropriate behavior is reported to the board the process will continue until one or both of the parties are expelled from ALSA.

This committee also feels a sitting Board member should be held to a higher standard of behavior. At this time it is irrelevant who started the dispute or even what it is about, the point is neither member would stop it, they made it public, and it reflected very poorly on ALSA. The sitting Board member, in this case, should be harshly reprimanded and made clear further escalation of any kind on his part will hasten the above process for removal.

Please let me know if you have any further questions or would like to discuss this proposed procedure.
Regards,

Barb Parsons
Chair of the Ethics Committee.
Holly Russel – Committee member
Larry Laux – Committee member

Motion by Allen to accept as presented the 4 step process in the report. Seconded by Bob. Motion carried.

Motion by Trish to rescind the motion and send back to the Ethics Committee for further comment regarding integration with existing Handbook rules. Seconded by Keith. Motion carried.

4. Fiber Committee: (liaison: Bob)
Chair: Cindy Ruckman
Bob to forward Report to Board members for National Face to Face meeting.
5. Finance & Budget Committee: (liaison: Tom)
Chair:
See Treasurers Report
6. Grand National Committee: (liaison: Tom)
Chair: Malcolm and Carol Ann Tallmon
Informal communication from Committee that all is going well in preparation for the Show.

Motion by Cathie to award premiums for 2010 at the same level as 2009.
Seconded by Trish: Motion carried.

Per email vote Oct14: Motion by Tom; Cathie seconded: To raise the 2010 Grand National premium from the 2009 level to \$13,200. Motion Carried.

7. Handbook Committee: (liaison: Bob)
Chair: Wally Baker
No report
8. Judge's Committee: (liaison: Cathie)
Chair: Doug Overman

1. Mentor Program.

Committee is still working on this program.

2. Handbook Changes.

We would like to have all the Judges committee's Handbook changes put on hold until the committee has time to review them.

3. Attached is the results of the last Clinic with Susan.

4. Letter from Bill Shultz on wool changing divisions.

Regarding Classics:, we should keep the division and leave it to the show superintendant.

Regarding Wool Divisions: We recommend to keep our wool divisions and not change them.

5. ALSA Instructor list

Thank you
Doug

Motion by Bob to table items 2 and 5 for further clarification by the Committee.

Seconded by Cathie. Motion carried.

BOD Discussion: Committee needs to adhere to handbook.

Instructors previously approved by the BOD to be included on the list submitted by the Committee.
Also need a listing of approved Assistant Instructors.

Motion by Cathie to accept the results of the September, 2010 Colorado Judges' Clinic. Seconded
by
Tom. Motion carried

9. Membership Committee: (liaison: Ken)

Chair:

No Report

10. Nomination Committee: (liaison: Allen)

Chair: Carolyn Myers

No Report

11. Performance Committee: (liaison: Trish)

Chair: Melanie McMurry

No Report

12. Policy & Planning Committee: (liaison: Ken)

Chair: Barb Harris

No Formal Report: We are working on the youth organization questions at this time.

13. Promotion Committee: (liaison: Keith)

Chair:

No Report

14. Protest Committee: (liaison: Keith)

Chair: Ulin Andrews

No Report

15. Publications Committee: (liaison: Ken)

Chair: Leigh Snyder

Next Showring to be published in about two weeks.

16. Regional Committee: (liaison: Keith)

Chair: Cheryl Juntilla

Report to be discussed at the Face to Face October Meeting.

17. Show Management Committee: (liaison: Allen)

Chair: Bill Schultz

SMC has viewed the showworks promo and if it does everything it promises, it would appear to be worth trying. As with anything new there may be some cliches and it could take some getting use to. Our committee has always been an advocate for electronic filing. If Cheryl can get it in place for Nationals we believe it should be tried. Bill Schultz SMC chair

BOD will look at for 2011

18. Website Committee: (liaison: Trish)
Chair:

19. Youth Committee (liaison: Stacie)
Chair:
No Report

MEMBER'S LETTERS TO THE BOD:

Letter received from member referred to Judges Committee.

Email Motions:

MEETING ADJOURNED: 10:47 pm EST
Respectfully submitted, Tom Parsons, Acting Secretary

EMAIL MOTIONS AND/OR ACTIONS:

1) Motion by Allen; Seconded by Cathie:
Motion to add Larry Laux to the Ethics Committee.
Motion Carried:

2) Approval of e-blast for Publicity for Nationals- Photo Contest-Youth Skillathon -Youth Party.

3) Approval of the following members for the Policy and Planning committee.
Michele Batt, Tracy Weaver, Patty Morgan and Maryan Baker